

Internal Communication: Section 46a-68-79

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

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

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

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

Activity during this Reporting Period

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

All Affirmative Action/Equal Employment Opportunity policy statements are reviewed annually to ensure that any changes in the law, which may have occurred, are included therein. An abridged version of the policy statements on Affirmative Action/Equal Employment Opportunity, as well as policy statements on Sexual Misconduct (including sexual harassment), and Non-discrimination for Persons with Disabilities are published in the Student Handbook, Faculty Handbook, and Faculty Guidelines on Policy and Procedures for Students with Disabilities. The Affirmative Action/Equal Employment Opportunity Policy statement is published in the electronic Catalogue. In addition, the Affirmative Action/Equal Employment Opportunity policy statement, Policy Regarding Persons with Disabilities, BOR Sexual Misconduct Policy, and the CCSU Procedures and Timetables for Processing of Discrimination and

Sexual Harassment Complaints as well as the University's 2016-2017 hiring, promotion, and program goals can be accessed through the website at <http://www.ccsu.edu/Diversity/>.

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

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

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

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

Meeting with Search Committees

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

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

New Employee Orientations

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

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

The CDO presented the Affirmative Action/Equal Employment Opportunity Policy Statement, CCSU's Nondiscrimination in Education and Employment Policy and the BOR policy on Sexual Misconduct

(including sexual harassment), and the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints at the New Employee (non-faculty) Orientation and copies of these policies were distributed to the new classified and unclassified employees.

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

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

Cultural Programming and Professional Development

Diversity and Cultural Programming

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

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

Telling her Story: Assorted stories from faculty about their journeys through life.	15th Annual Amistad Lecture “The Interconnections between the Amistad and Creole Revolts” Lecture by Jeffery R. Kerr-Ritchie
Bringing in the Bystander Training	Ebenezer D. Bassett Day/Award Ceremony
Women of Color - Luncheon	Black History Month
Title IX Training	Diversity Training
StandUpCCSU: Standup Day-A campus wide event that informs students about resources, participate in bystander intervention themed activity, sign the standup pledge, and take their picture with their own stand up message	Take Back the Night: International event with the mission of ending sexual, relationship, and domestic violence in all forms.
Chinese New Year Celebration	Ally Training: LGBTQ
Hispanic Heritage Month <ul style="list-style-type: none"> #Latinos Are: Who are Latinos to You: A photo campaign challenging negative stereotypes 	Red Flag Campaign <ul style="list-style-type: none"> Why We Say Something—a conversation with every day activists working to end relationship violence

<ul style="list-style-type: none"> • Coming to America: A game that shows you the decisions and immigrant family must take • “Who are you? I am soy”: Featuring Adeline Yllanes in collaboration with street artists Mercury and BAMN • Are you Latino Enough?: A panel discussion on the issue of identity in the Latinx Community with Dr. Heather Rodriguez 	<ul style="list-style-type: none"> • Recognizing Stalking and Intimate Partner Violence on Campus-Facilitated Discussion with Daniel Cargill, Director of Law Enforcement Services for the Connecticut Coalition Against Domestic Violence (CCADV)
Living Her Dream: A conversation with Lorella Praeli a dreamer, activist, and national advocate for immigrants’ rights	Creating An Inclusive Community: Rainbow Breakfast: Keynote Speaker: Richard S. Spada
Addressing the needs of Latinos: Media’s Representation or the Lack of Representation of the Latino Community	Puerto Rico: An Interdisciplinary Discussion about the Past and Future of this American Territory’ Join the Organization of American Historians’
Dr. Martin Luther King Jr. Breakfast: Keynote Speakers: Bishop John L. Selders, Jr. CLS, D.D. and Rev. Dr. Shelley D. Best	Twenty-fourth Annual Center for Africana Studies Conference Trauma and Healing of African Peoples: Moving Forward in the 21 st Century

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

Diversity and Sexual Harassment Prevention Training

State Mandated Diversity Training

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

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

Diversity Training Sessions

During this reporting period, nine (9) sessions were conducted serving 290 employees (including approximately one-hundred and twenty-two (122) student employees/leaders comprised of resident assistants, student workers and graduate assistants). Every diversity training includes the following: protected definitions; policies and laws; ADA accommodations; hate crimes; internal complaint procedures; external complaint agencies, and role plays and scenario based activities including the topic area.

Date	Diversity and Topic Area	Number of Participants
8/17/2017	Discussing Diversity in the Workplace (Student Center Workers)	40
8/23/2017	Diversity Training: LGBTQ, Disability Services and Title IX	18
9/8/2017	Diversity Training and Title IX for Student Workers	15
10/30/2017	Diversity Training: LGBTQ, Challenging Bias in Supervisors	22
1/11/2018	Safe Zone Training for Resident Assistants: LGBTQ	82
1/11/2018	Diversity Training for Police Officers: LGBTQ and Title IX	13
4/5/2018	Implicit Bias Training	25
4/16/2018	Diversity Training and Title IX: LGBTQ	19
6/27/2018	Diversity Training: LGBTQ and Disability Services	56
	TOTAL	290

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

Title IX and Sexual Harassment Prevention Training

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

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

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

Title IX/Sexual Harassment Sessions

During this reporting period, the CDO resumed meeting the requirements of Connecticut General Statutes § 46a-54(15) (B) by providing Title IX (sexual harassment prevention) training for newly hired supervisory employees. Such training is delivered by a variety of presenters and venues, such as the CCSU Office of Victim Advocacy, ODE Staff and faculty with expertise in conformance with the requirements of Connecticut General Statutes, Section 46a-54(15)(B). CCSU developed and implemented a Title IX training which includes sexual harassment, sexual violence, and stalking and intimate partner violence to the campus. A copy of the training session outline (via PowerPoint presentation) used during the sexual harassment (Title IX) training sessions is included within the “Supportive Material” subsection which follows this portion of the “Internal Communications” section.

The Residence Life Department requires that all Residence Assistants (RAs) attend a two-hour diversity training program every semester. Additionally the RAs received Title IX (sexual assault and sexual harassment prevention) training by Sarah Dodd, CCSU's Victim Advocate.

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

Date	Topic Area	Number of Participants
March 26, 2018	Sexual Harassment Prevention Training for Supervisors	18
April 11, 2018	Sexual Harassment Prevention Training for Supervisors	23
	Sexual Harassment Prevention TOTAL	41
August 23, 2017	Title IX In-Person (3-Hour)	18
November 14, 2017	Title IX In-Person (3-Hour)	2
November 21, 2017	Title IX In-Person (3-Hour)	4
February 2, 2018	Title IX In-Person (3-Hour)	9
February 27, 2018	Title IX In-Person (3-Hour)	2
March 16, 2018	Title IX In-Person (3-Hour)	3
March 27, 2018	Title IX In-Person (3-Hour)	2
April 16, 2018	Title IX In-Person (3-Hour)	20
June 15, 2018	Title IX In-Person (3-Hour)	7
	Title IX In-Person (3-Hour) TOTAL	67
October 31, 2017	Title IX Refresher	35
November 8, 2017	Title IX Refresher	36
November 17, 2017	Title IX Refresher	39
November 20, 2017	Title IX Refresher	38
December 6, 2017	Title IX Refresher	41
February 5, 2018	Title IX Refresher	12
February 13, 2018	Title IX Refresher	8
February 21, 2018	Title IX Refresher	6
March 2, 2018	Title IX Refresher	7
March 5, 2018	Title IX Refresher	7
April 6, 2018	Title IX Refresher	7
April 9, 2018	Title IX Refresher	3
May 15, 2018	Title IX Refresher	20
	Title IX Refresher (in-person) TOTAL	260
	Online Title IX Training TOTAL	259
	TOTAL Title IX and Sexual Harassment Prevention STAFF TRAINING	627

On-line Training

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

students completed a different online program (Sexual Violence Prevention Program) on Title IX (including sexual harassment and sexual violence issues). In total, two-thousand one hundred and fifty one members of the CCSU community completed on-line training.

OTHER INTERNAL COMMUNICATIONS:

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

McMahon, Sarah (Diversity and Equity)

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

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

The Office of Diversity and Equity invites all employees to read and review the CCSU's Affirmative Action Plan.

Copies are available on-line at <http://www.ccsu.edu/diversity/affirmativeAction.html> or in the following locations:

Office of Diversity & Equity

Office of the President

Office of the Provost

Human Resources

Elihu Burritt Library

East Hall (Facilities)

Any comments regarding the Affirmative Action Plan should be directed to Rosa Rodríguez, Chief Diversity Officer and Title IX Officer of the Office of Diversity and Equity. Ms. Rodríguez is the person designated with the responsibility and authority to administer and monitor our affirmative action program. Employees must submit their comments no later than June 1, 2017, so that the comments can be incorporated into the University's submission of its 2017-2018 Affirmative Action Plan.

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

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

NEW FACULTY ORIENTATION AGENDA

Friday, August 25, 2017

Connecticut Room, Memorial Hall

- 8:30-9:00 a.m. Continental Breakfast**
- 9:00-9:15 a.m. Welcome**
Dr. Susan Pease, Interim Provost and Vice President for Academic Affairs
Dr. Louise Williams, CCSU-AAUP President and Professor of History
Dr. Stephen Cohen, Faculty Senate President and Professor of English
Prof. Jane Hikel, Part-Time Advisory Committee Chair and Lecturer of English
- 9:15-9:30 a.m. Opening Remarks**
Dr. Zulma Toro, President
- 9:30- 9:45 a.m. Student Affairs and Faculty: Helping Students Succeed**
Dr. Laura Tordenti, Vice President for Student Affairs
Mr. Chris Gutierrez, Veterans Affairs Coordinator
- 9:45 - 10:00 a.m. Diversity & Equity Services and Resources**
Mr. Nick D'Agostino, Associate in Diversity and Equity
Ms. Sarah Dodd, Victim Advocate and Violence Prevention Specialist
- 10:00 - 10:15 a.m. What You Need to Know About Human Resources**
Ms. Anna Suski-Lenczewski, Chief Human Resources Officer
- 10:15 - 10:30 a.m. Break**
- 10:30 - 10:45 a.m. Resources for Resolving Legal Issues**
Atty. Carolyn Magnan, University Counsel
- 10:45 - 11:00 a.m. Threat Assessment and Campus Security**
Dr. Richard Bachoo, Chief Administrative Officer
- 11:00 - 11:45 a.m. Academic Computing/Central Pipeline/Bb Learn**
Ms. Amy Kullgren, Director of Client Support Services, IT
Ms. Tina-Marie Rivera, Help Desk Manager, IT
- 11:45 -1:00 p.m. Lunch**
- 1:00 - 1:15 p.m. Study Abroad**
Dr. Momar Ndiaye, Director of the Center for International Education
- 1:15-2:00 p.m. Center for Teaching and Faculty Development/NEASC Accreditation**
Dr. Glynis Fitzgerald, Director of CTFD, Dean of Graduate Studies, Associate VP for Academic Affairs
- 2:00 - 2:45 p.m. Introduction to the Library - Burritt Library, Main Floor**
Dr. Carl Antonucci, Library Director
Ms. Sharon Clapp, Assistant Librarian
- 3:00 - 4:00 p.m. CCSU-AAUP Reception - Connecticut Room, Memorial Hall**

McMahon, Sarah (Diversity and Equity)

From: Public Safety Updates <pubsafetyupdates@ccsu.edu>
Sent: Tuesday, September 26, 2017 12:28 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: Campus Security Report (Clery Report) 2014-16 Now Available

Importance: High

The Central Connecticut State University *Campus Security Report* (Clery Report) is prepared annually pursuant to federal law ("Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990" and subsequent amendments). The report for 2014-2016 is now available online. Please [click here](#).

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

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

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

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

CCSU Police

Department

Mission Statement

To help ensure a safe, healthy, stable work and learning environment. To carry out the role in a collaborative and professional manner which respects and protects the rights of all individuals, through our commitment, service and integrity.

Agostino, Nicholas (Diversity and Equity)

From: Robbins, Theresa (Admin Affairs)
Sent: Thursday, September 28, 2017 3:38 PM
Subject: REMINDER TO REGISTER: Campus Security Authority (CSA) Training

Follow Up Flag: Follow up
Due By: Wednesday, September 27, 2017 4:00 PM
Flag Status: Flagged

For all who have registered for the September 29th training session, thank you. All other individuals interested in attending tomorrow's training session or the session scheduled for October 27th, please register here: <https://form.jotform.com/72673663404156>.

From: Robbins, Theresa (Admin Affairs)
Sent: Monday, September 25, 2017 4:35 PM
Subject: Campus Security Authority (CSA) Training

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

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

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

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

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

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

To register for one of the training sessions, please click here: <https://form.jotform.com/72673663404156>.

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

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

McMahon, Sarah (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Monday, October 9, 2017 2:40 PM
To: Academic Departments; Administrative Departments
Subject: Invitation: Survey on Discrimination and Harassment

Dear CCSU Family:

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

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

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

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

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

Sincerely,

Zulma R. Toro
President

From: Campus Announcements <Announce@ccsu.edu>
Sent: Monday, October 09, 2017 9:14 AM
To: Academic Departments; Administrative Departments
Subject: Announcing Recipients of the 2017 Rainbow Awards

Dear CCSU Community:

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

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

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

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

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

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

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

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

Coming out stories: Faculty, staff and students have been invited to share their *coming out* stories. These stories will highlight the richness of their lived experiences and how they have persevered in the face of adversity.

Rainbow awards: The Rainbow Award is a distinguished honor and represents the awardee's work, passion and commitment to ensuring our community embraces diversity and creates a space for our LGBTQ members.

Sent on behalf of Office of Diversity & Equity

Mark Warren McLaughlin, PhD

Associate Vice President

Marketing & Communications

860-832-0065



TO: CCSU Classified Employees

FROM: Mary Cavanaugh, University Human Resources Administrator
Human Resources Department

DATE: December 5, 2017

RE: Classified Employee and/or Dependent Child Scholarship Awards for Spring 2018

The University Scholarship Distribution Committee announces the Classified Employee Scholarship Awards, available to classified employees as well as dependent children of classified employees, for the 2017-2018 academic year. The amount of funding remaining for this academic year is \$12,000.

Full-time classified employees with four (4) or more years of continuous employment with Central Connecticut State University are eligible to apply for this scholarship. First time applicants must provide a copy of their acceptance letter to Central Connecticut State University.

The following conditions apply to this scholarship program:

- Awards are for courses taken at CCSU only.
- Eligibility for the employee awards is limited to part-time matriculated (undergraduate or graduate) students.
- Eligibility for the dependent awards is limited to full-time and part-time matriculated (undergraduate or graduate) students.
- The award does not cover registration fees.
- Maximum age for a dependent child eligible for this award is twenty-four (24) years of age.

Applications are available in the Human Resources Department. **A current school transcript is required with every Classified Employee Scholarship application. There are no exceptions. Failure to submit the appropriate school transcript will result in ineligibility for the scholarship award.** Completed application packages are to be submitted to Mary Cavanaugh of the Human Resources Department and must be received by the application deadline. **The deadline for submitting applications is Wednesday, December 27, 2017 (close of business).** Please contact Human Resources at X21756 if you have any questions regarding this and/or need further information.

c: President Toro
Members of the Executive Committee
Classified Employee Scholarship File

Rodriguez, Rosa (Diversity and Equity)

From: CSCU-President <CSCU-President@ct.edu>
Sent: Friday, November 10, 2017 10:26 AM
To: BOR - President Announcements DL
Subject: November 10, 2017: Veterans Day

Dear CSCU Community,

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

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

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

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

Sincerely,
Mark

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

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Tuesday, January 16, 2018 10:36 AM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: Dr. Martin Luther King, Jr. Breakfast, Friday, January 19

Dear CCSU:

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

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

Thank you,
Rosa

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

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Wednesday, April 18, 2018 3:35 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Open Forum Update

Dear Central Family,

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

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

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

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

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

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

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

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

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

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

To read my full statement from yesterday's forum, please [go here](#).

Sincerely,

Zulma R. Toro
President

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, April 27, 2018 2:26 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: Progress report on Sexual Misconduct Investigation

Dear Central Family,

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

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

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

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

Records Retention

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

Reporting Time Limit

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

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

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

Sincerely,

Zulma R. Toro
President

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Thursday, May 3, 2018 2:26 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Task Force Named

Dear Central Family,

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

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

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

The Task Force will be charged with the following objectives:

- Assess CCSU's processes and procedures for the reporting and handling of concerns and complaints of sexual misconduct and review the organizational structure currently in place to support those processes;
- Review when and how an investigation is triggered;
- Analyze the communication process during the investigatory process, including how all parties are informed of an investigation's conclusion or finding;
- Examine programmatic initiatives currently in place to prevent sexual misconduct behaviors;
- Identify standards of best practices for processes, procedures, communication, and education; and provide recommendations to implement best practices.

The departments and programs we expect will be contributing to the inquiry and body of knowledge are (but are not limited to): the Office of Diversity & Equity, the Department of Human Resources, the Women's Center, the Committee on the Concerns of Women, the Office of Victim Advocacy & Violence Prevention, the Office of Student Conduct, and the Sexual Assault and Interpersonal Violence Resource Team (SART).

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

Sincerely,

Zulma R. Toro
President

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Tuesday, June 12, 2018 10:51 AM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Update on sexual misconduct investigation

Dear Central Family,

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

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

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

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

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

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

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

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

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

Sincerely,

Zulma R. Toro
President

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, June 22, 2018 10:00 AM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Campus Police Dept. Report & Personnel Changes

Importance: High

Dear Central Family,

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

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

Among other findings the investigators reported:

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

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

Among the immediate first steps, Bernard R. Sullivan, retired Commissioner of Public Safety and former Hartford Police Chief, has been hired to serve as CCSU's Assistant to the President for Safety. In addition to overseeing the police department, Sullivan will be charged to identify and correct defective procedures, policies, and training, evaluate staffing levels and budgetary issues.

He also will determine what means are necessary to restore professionalism to the department while rebuilding trust among its employees, the CCSU community, and the public and take disciplinary action where appropriate. This mission is not new to Sullivan. He was selected by former Governor William O'Neill in 1989 to take the helm of the Connecticut State Police when it was embroiled in controversy and worked to rebuild the force and restore its credibility.

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

- Facilities Management and Environmental Health & Safety will be headed by Sal Cintorino, Assistant Chief Administrative Officer, and he will report directly to me;
- Information Technology will be headed by George F. Claffey, Jr., who will continue in his position as the Chief Information Officer for Charter Oak State College on a part-time basis; and
- Event Management will report to Chief Financial Officer Charlene Casamento.

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

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

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

Sincerely,

Zulma R. Toro
President

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, June 29, 2018 5:57 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: New LGBT Center Director and History Professor named

Dear Central Family,

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

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

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

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

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

Sincerely,

Zulma R. Toro
President

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, August 3, 2018 10:48 AM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Input requested: Campus Culture update

Dear Central Family,

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

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

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

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

Sincerely,

Zulma R. Toro
President

LGBT Advisory Committee Meeting
February 5, 2018 Agenda
Student Center - Clocktower Room
12:15 to 1:30 PM

Agenda:

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

Upcoming Events:

Next meetings: Mar. 5, Apr. 9

LGBT Advisory Committee Meeting
October 23, 2017 Agenda
Student Center – Clocktower Room
12:15 to 1:30 PM

Present:

Not Present:

Agenda:

1. Welcome and Introductions
2. Note taker (Alberto Cifuentes, Jr. – Recording Secretary)
3. LGBT Center updates & Pride Updates
4. Strategic Planning Committee
 - a. Inclusivity/Campus Climate – Preferred name option, gender-inclusive housing, gender-neutral restrooms
 - b. Campus-Wide Education – Orientation (student and faculty/staff), curriculum, personal connections with students, safety of LGBT staff
 - c. Accessibility/Equitability – Bathrooms, housing, sports/athletics (connect with Dr. Bachoo about adding gender-neutral restrooms to new buildings before they're built or updated).
 - d. Recruitment/Retention – New and transfer students.
 - e. New Buildings/Facilities – Speak with Dr. Bachoo about developing some form of consistent and mutually agreed upon standards and practices regarding the equitability of housing, restrooms, and other campus spaces for LGBTQ students, faculty, and staff.
 - f. Space for Community Building/Accessibility to Resources – Demand for more programming, more resources, and more funds for LGBT Center and LGBTQ community on campus. Also a need for center full-time staff and a discussion of general spatial needs (i.e. possibly moving center to another building).
5. Develop Sub-Committee to review current bylaws and propose changes to Dr. Troiano
 - a. Identify members (Nicholas D'Agostino, Alberto Cifuentes, Jr.)
 - b. Develop annual notice for membership
 - c. Formalize membership cycles
 - d. Establish timeframe (December 2017)
6. New Business
7. Old Business:

Upcoming Events:

Next meetings:

TBD

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

Agenda:

1. Welcome and Introductions (4 min.)
2. Note-taker/Attendance (1 min.)
3. Announcements (5 min.)
 - a. Lavender Graduation: Saturday, May 12, 11am, in Founders Hall (Davidson). If you're interested in volunteering, please contact Nichol. Register at <http://www.ccsu.edu/lgbt/lavendergraduation/index.html>.
 - b. Rainbow Breakfast: Friday, October 12. 9:30am-11am, in the Constitution Room (Memorial Hall). **Please save the date!** Call for nominations via e-mail coming soon. Registration available in September.
4. Review Mission & Bylaws (Rev. May 11, 2017) (5 min.)
5. Strategic Planning Objectives Discussion (75 min.)
 - a. Guiding Questions
 - i. What is our specific demand/goal?
 - ii. What steps can we take to accomplish it?
 - iii. What is our projected timeline for accomplishing this goal?
 - b. Accessibility/Equitability
 - i. Preferred Name/Gender Option
 - c. LGBT Center
 - i. Expanding space (move to renovated Willard-DiLoreto?)
 - ii. Hiring full-time coordinator
 - iii. Figuring out budget-sensitive alternatives to full-time coordinator (i.e. student leadership)
 - d. Gender-Inclusive/Neutral Housing
 - i. Any updates from Residence Life regarding accessibility?
 - e. Recruitment/Retention
 - i. Strategies for recruiting and retaining LGBTQ students
 - ii. Working with Admissions
 - iii. Possible events to co-sponsor with Admissions or other departments
 - f. Campus-wide Education
 - i. Safe Zone Training
 - ii. Supporting Trans and Gender Non-Conforming Students (online/in-person training)
6. Next Steps (30 min.)
 - a. Prioritize strategic planning objectives
 - b. Develop a realistic timeline for accomplishing strategic planning objectives
 - c. Who are the key stakeholders or decision-makers for each objective?
 - d. Development of sub-committees
 - e. When should we meet during the next academic year? Move meetings to Friday mornings, 9am-10:30am?

Next meetings: TBA

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

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

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

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

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

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

Office of Diversity and Equity - Affirmative Action Employee Advisory Committee
February 9, 2018 – Meeting Minutes
1849 Room – CCSU Student Center

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

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

- III. Affirmative Action Plan 2017—Utilization Analysis 5 Categories (refer to Utilization Analysis handout)
 - A. Where there is a negative number in the utilization, we will establish affirmative action goals. The net utilization changes as a result of workforce changes, e.g., retirements, and the availability data, e.g., IPEDS data. Need to hire more Hispanic female Assistant Professors to meet requirement.
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 - 2. Process of hiring special appointments has been met with some controversy within departments (i.e. outside candidates chosen over current faculty members on tenure track). Rosa suggested coming up with some policy/procedure changes or an example of best practice.
TASK: Joseph Farhat will work on new points of recommendation for emergency hires (to be presented to Dr. Toro). Michael Alfano and Nidal will also help draft recommendations.

Agenda - CCW General Meeting

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

Minutes review & approval:

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

New Business:

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

Subcommittee Updates:

Women's History Month Luncheon:

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

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

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

Description:

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

Date: Monday, March 5, 2018

Time: 12:15-1:30pm

Location: Constitution Room, Memorial Hall, CCSU
Refreshments will be served. Free and open to the public

Sponsors:

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

For further information, please contact

Dr. Heather Munro Prescott

Professor of History

prescott@ccsu.edu

Work Life Balance Subcommittee

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

CCW Meeting Minutes

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

Next CCW General Meetings:

Monday, March 26, 2018

Monday, April 23, 2018

In Attendance

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

Not Present: Elizabeth Brewer, Jacqueline Cobbina-Boivin, Kristin D'Amato, Susan Gilmore, Leah Glaser, Meg Levis, Gladys Moreno-Fuentes, Cara Mulcahy, Onyi Obidoo-Pelletier, Heather Prescott, Audrey Riggins, Karen Ritzenhoff, Susan Slaga-Metivier, Leanne Zalewski

Approval of Minutes

Minutes review & approval:

1. Minutes from November 27, 2017 Meeting.
11/27/17 Minutes were circulated via email after the January meeting.
Kristine Larsen motion to accept, Elena Koulidobrova seconded.
Unanimous vote of members present to accept minutes.
2. Minutes from January 22, 2018 Meeting
Question of who was speaker at Women of Color Luncheon 2/28/18 was raised.
Could not have been Angela Davis as she went to Univ of Hartford to speak
Heidi Huguley made motion to table 1/22/18 Meeting minutes review for answer to who was speaker at luncheon.
To add to meeting minutes: the Speaker at 2/28/18 Women of Color Luncheon is Reverend Dr. Shelley Best
Myrna Garcia-Bowen motioned to accept 1/22/18 meeting minutes. Sandra Matthews seconded and unanimous vote to accept made by members present.

New Business:

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

Michelle Alexander - 2/28/18

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

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

Women of Color Luncheon - 2/28/18

Scheduled for 2/28/18, same day as Michelle Alexander. The time is earlier - 12:15 pm to 1:30 pm.

Speaker is Reverend Shelly Best

<http://www.ccsu.edu/boycsa/woc.html>

Work-Life Balance Subcommittee

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

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

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

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

President Toro attending 3/26/18 CCW General Meeting

ould be best to have all CCW members present. Introductions of members and Subcommittee Chairs to c out on what they do. Meeting will be brief. Fifteen minutes

ussion followed of Women of Color Subcommittee Meeting with Dr. Toro in February and expectations of 's functions.

men's History Month Luncheon:

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

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

Bio:

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

Description:

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

Date: Monday, March 5, 2018

Time: 12:15-1:30pm

Location: Constitution Room, Memorial Hall, CCSU

Refreshments will be served. Free and open to the public

Sponsors:

Women, Gender, and Sexuality Studies Program

Ruth Boyea Womens' Center

Committee on the Concerns of Women

Africana Center

Office of Diversity and Equity

Center for Public Policy and Social Research/O'Neill Endowed Chair

Honors Program

Department of History

Department of Political Science

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

Current Searches

VP of Student Affairs – in process.
Dean – SEPS – will be awhile
Dean – CL/ASS
Nicholas D'Agostino's position in Office of Diversity and Equity - On web
Library - On web
SWS Counselor - On web

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

Could be more proactive. There always is the opportunity to reopen a search, except for high level positions such as Provost position.

Search Committee may be diverse, what are we doing to solicit more diverse applicant pools? Many applicants are removed from applicant pool because of not following application directions.
Other positions have no Search Committee – e.g., current SWS Counselor opening has no Search Committee (at time of this CCW meeting). The position opening has to be announced internally for 10 days first.

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

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

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

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

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

CCSU Campus Safety Subcommittee

TSU Threat Assessment Team - Presentations in Davidson Hall this month

Report to Women's Center from student that they were followed by someone, went to a blue light phone and it did not work.

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

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

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

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

There are three areas of concern:

- 1) Campus Safety
- 2) Threat Assessment Team – issues seem to be addressed after they happen.
- 3) Violence Prevention Policy –

Board of Regents policy – policies differ – Faculty/Staff Policies

Request made if they can standardize policies and put on front of each main webpage
Policy is incomplete, gray areas, unclear terms. Waiting on response to request to standardize policies across campuses/ BOR.

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

Subcommittee Meeting Schedules

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

Business/ Announcements

CCW member – Toyen Ayeni, introduced and welcomed.

Race in the Park – Saturday, May 12, 2018

raised over \$9,000 last year. Worthwhile event, encourage people to attend/contribute

Next Meeting

3/18 at 12:15 pm – 1:30 pm, 1949 Room Student Center

tion to adjourn was put forward by Heidi Hinguley and seconded by Sandra Matthews. It was

unanimously adopted.

meeting adjourned at 1:33 pm.

Vrdoljak, Eva (CenterForStudentAthletes)

Mon 3/26/2018 10:13 AM

Te:Ngazimbi, Evadne (Counselor Education & Family Therapy) <ngazimb2002@ccsu.edu>; Hinguley, Heidi (Student Wellness) <HinguleyH@ccsu.edu>; Ayeni, Oluwatoyin (CIE) <ayeni@ccsu.edu>; Brewer, Elizabeth (English) <ebrewer@ccsu.edu>; Cobbin-Bolvin, Jacqueline (WomensCtr) <cobbina-bolvin@ccsu.edu>; D'Amato, Kristin (Library) <damatok@ccsu.edu>; Garcia-Bowen, Myra (Academic Articulations and Partnerships) <GarciaBowen@ccsu.edu>; Gilmore, Susan (English) <GilmoreS@ccsu.edu>; Glaser, Leah (History) <glaserle@ccsu.edu>; Greenbaum, Jessica (Sociology) <GreenbaumJ@ccsu.edu>; Koulidobrova, Elena (English) <elena.koulidobrova@ccsu.edu>; Larsen, Kristine (Biological Sciences) <Larsen@ccsu.edu>; Lewis, Meg (Nursing) <LewisM@ccsu.edu>; Matthews, Sandra (ResLife) <mathewssas@ccsu.edu>; Moreno-Fuentes, Gladys (Student Wellness) <morenofuents_gla@ccsu.edu>; Mulcahy, Cara (Lit Ed Child Ed) <mulcahy_carm@ccsu.edu>; Obidoba-Pelletier, Oyinnye U. (Student) <obidobapelletier@my.ccsu.edu>; Pearson, Pina (Sociology) <pearsonat@ccsu.edu>; Prescott, Heather (History) <prescott@ccsu.edu>; Richards-Meade, Claudia E. (Human Resources) <claudia.richardsmeade@ccsu.edu>; Riggins, Audrey (History) <rigginsa@ccsu.edu>; Ritzenhoff, Karen (Communication) <RitzenhoffK@ccsu.edu>; Slaga-Mietlner, Susan (Library) <slagas@ccsu.edu>; Torres, Olga E. (Student) <olga.e.torres@my.ccsu.edu>; Zalewski, Leanne (Art) <zalewski@ccsu.edu>

Importance: High

1 attachments (64 KB)

CCW Meeting Minutes - 2-26-2018.docx

Hi Everyone!

CCW General meeting is Monday, 3/26/18

12:15 pm to 1:30 pm

1849 Room, Student Center

A copy of 2/26/18 meeting minutes are attached. As well, please review list of agenda items, and forward agenda items to add for the meeting.

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

Thank you!

Eva

Eva Vrdoljak
Central CT State University
Academic Ctr for Student Athletes
VrdoljakE@ccsu.edu

CCW Meeting Minutes

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

Attendance

Attending: Evadne Ngazimbi, Toyen Ayeni, Jacqueline Cobbina-Boivin, Kristin D'Amato, Olga Fritho, Myrna Garcia-Bowen, Susan Gilmore, Leah Glaser, Jessica Greenebaum, Elena Koulidobrova, Sandra Matthews, Ladys Moreno-Fuentes, Onyi Obidoa-Pelletier, Fiona Pearson, Heather Prescott, Claudia Richards-Meade, Susan Slaga-Metivier, Eva Vrdoljak, Leanne Zalewski

Not in Attendance or Excused: Heidi Huguley, Elizabeth Brewer, Kristine Larsen, Meg Levvis, Cara Mulcahy, Audrey Riggins, Karen Ritzenthoff

Approval of Minutes

Minutes review & approval:

Reviewed 2/26/18 minutes. Elena Koulidobrova motioned to approve minutes, Leanne Zalewski seconded. Vote was unanimous approval.

Women's Center

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

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

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

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

Women of Color Subcommittee

2/28/18 Luncheon with Reverend Shelly Best went well, are collecting Mobbing and Gaslighting policies from other campuses. The Women of Color Subcommittee has been very busy working with campus climate concerns.

CCW Meeting 3/26/18

Scholarship Subcommittee

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

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

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

Work-Life Balance Subcommittee

CWOF Conference - Fiona Pearson and Christina Barmon attended the College and University Work Life Association's (CUWFA) Annual Meeting in Atlanta, March 13-15.

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

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

Subcommittee Involvement

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

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

Decide as a group what we can tackle.

Meeting with President Toro

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

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

What are the issues, ideas, concerns to present to Dr. Toro?

Need a real campus climate survey

Drop in Child Care Center

Sexual Misconduct Policy on syllabus

Identify CCW successes - accomplishments and obstacles met?

Gather input/ email from Chairs of the different Subcommittees

CCW Business/ Announcements

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

Carroll Peace is still here, New Academic Affairs Provost is here.

Carroll Dodd is moving to Willard-DiLoreto.

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

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

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

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

Search Committees

It seems that the search committee members are decided on before the committee is set up and search starts. How about justification for each Search Committee member?

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

Carroll counseling has two open positions - AAUP Counselor and SUOAF Director.

Carroll counselor search is national as it is AAUP.

Should IELP be open position - worked to get a person on Search Committee.

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

Next Meeting

4/23/18 at 12:15 pm - 1:30 pm, 1949 Room Student Center

Motion to adjourn was put forward by Evadne Ngazimbi and seconded by Claudia Richards-Meade. It was unanimously adopted.

Meeting adjourned at 1:30 pm

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

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

Ruthe Boyea Scholarship Subcommittee:

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

Here are short bios:

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

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

Women's History Month Subcommittee:

Suggestion to reinstall the Women's History Month subcommittee.

Work Life Balance Subcommittee:

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

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

CCW Meeting Minutes

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

In Attendance

Attending: Heidi Huguley, Toyin Ayemi, Kristin D'Amato, Olga Fritho, Myrna Garcia-Bowen, Susan Gilmore, Jessica Greenebaum, Elena Koulidobrova, Kris Larsen, Charisse Levchak, Sandra Matthews, Gladys Moreno-Fuentes, Onyi Obidoa-Pelletier, Fiona Pearson, Claudia Richards-Meade, Audrey Riggins, Karen Ritzenhoff, Susan Slaga-Metivier, Eva Yrdojak

Guests in Attendance: Scholarship Awardees Debra Cronin and Melanie Meyers

Not in Attendance or Excused: Evadne Ngazimbi, Elizabeth Brewer, Jacqueline Cobbina-Boivin, Silvia Corbera Lopez, Leah Glaser, Meg Levvis, Cara Mulcahy, Heather Prescott, Leanne Zalewski

Approval of Minutes

Minutes review & approval:

Reviewed 3/26/18 minutes

Vote was unanimous approval.

Presentation

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

Ruth Boyea Scholarship Subcommittee

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

Both students attended beginning of CCW Meeting today...

Kristine Larsen read portions of their bio's.

Photos were taken with CCW members and plan is to post them on CCW Website.

Jacqueline Cobbina-Boivin will have official scholarship award letters for the students.

Resolution for Affordable, Accessible, and High Quality Comprehensive Child Care at CSCU

areas, not a single campus in the CSCU system provides comprehensive child care, serving children from 6 weeks to 12 years;

areas, the population of older and returning students is anticipated to increase across the nation, many of those students need affordable, accessible, high-quality child care to attend class, complete course work outside of class, and participate in campus life;

areas, 26 percent of college students in the United States are raising children while attending college, and just under half of those students are enrolled in community colleges;¹

areas, gender pay inequalities in the U.S. persist in part because mothers are more likely than others to engage in part-time school or work, to not seek or to delay promotions, or to leave educational or work places altogether as a result of their caregiving responsibilities;²

areas, the CSCU system may not be able to compete with more highly-resourced universities and colleges in regards to offering competitive salaries to recruit high quality staff, faculty and administrators, the system can work to create a family-friendly climate where faculty, staff, and administrators of all genders feel supported in regards to their work, life, and family commitments;

areas, lab schools providing comprehensive child care and early childhood education can simultaneously provide 1) important caregiving resources to families and 2) serve as academic resources providing key learning, internship and research opportunities for students and faculty;

it is resolved that the 17 campuses of the CSCU System provide affordable, accessible, high quality comprehensive child care (serving children from 6 weeks to 12 years) and on-campus drop-off child care facilities that will serve the CSCU system's faculty, staff, and students.

1. Noll, Elizabeth, Lindsey Reichlin, and Barbara Gaull. 2017. *College Students With Children: National and Regional Profiles*. Washington D.C.: Institute for Women's Policy Research. Available: <https://www.iwpr.org/publications/pubs/2017/02/C45-L-5.pdf>

2. U.S. Congress. 2017. *Gender Pay Inequality: Consequences for Women, Families, and the Economy*. April. Washington D.C.: Joint Economic Committee. Available: <https://www.leg.senate.gov/public/?a=attachments&id=779d022f-4e4e-4386-b947-9ae919735acc/gender-pay-inequality-us-congress-int-economic-committee.pdf>

Membership fee for CWOF

Louise Williams of AAUP is forming a Child Care Committee. Resolution for Child Care, copy was given to CCW members present and members of WLB Subcommittee to review.

Treasurer's Report

Membership fee for CWOF

Additional \$500 to Heather Prescott for Women's History Month luncheon

Other ideas... Women's Center - funding for Bring Your Sons and Daughters to Work Day 4/26/18
Karen Ritzenhoff will check with Heather Prescott if additional funding could be used for WGSS

Can additional funding be placed in Ruth Boyea Scholarship account for the two awardees, this academic year?

Tabled for the Summer

Meeting adjourned at 1:35 pm

re are short bios:

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

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

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suggestion to reinstall the Women's History Month subcommittee.

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LALCC

Meeting Agenda

September 2017

- I. Call to order and Welcome
- II. LALCC Mission Statement and plan for 2017-2018 overview
- III. Update on LALCC Affairs
- IV. Introduction of our new director, Dr. Casas
- V. Staff Responsibilities, Accountability
- VI. Team Responsibilities
- VII. Paperwork

LALCC Mission Statement

The Latin American, Latino, and Caribbean Center, in keeping with the distinctive mission, values, and traditions at Central Connecticut State University, promotes the understanding and the appreciation of the historical, social, and cultural life of Latin American and Caribbean societies and of Latinos in the United States through education, community events, study abroad, international exchange, community outreach and research. Because of the importance of the Latino community as one of the largest minority groups in the United States, the Center plays an important role in providing educational opportunities to Latino students, promoting Latino culture, and on maintaining a harmonious relationship with non-Latino cultures. The Center's mission is consistent with the University's mission of fostering diversity and global awareness.

Overview

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

Update on LALCC Affairs

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

Introduction of our new director, Dr. Casas

Comments from Dr. Casas.

Staff Responsibilities

- See attached Policies and Procedures
- 2 students on at all times
- Neat and tidy and welcoming
- Everyone has to swipe when they come in
- Printing only 10 pages at a time

LALCC & LAACCSU
Meeting Agenda

October 19, 2017
3:00

- Coffee pot

Staff Conduct

- High standard of conduct
 - All Policies and Procedure apply to you
 - Professional and helpful for everyone who comes in
- Staff Accountability**
- TimeClockWizard for clocking in
 - Give *at least 24 hour* notice if you can't make a shift
 - Staff is required to complete at least 2 hours of work for the center
 - Homework while on duty

Team Responsibilities

- Social Media: IaiIene
 - Collecting all the posts from relevant organizations in one place; promoting the use of the center, helping us gain presence on campus
- Graphics Design/Flyers: Brander
 - Help with promotional content for the center/student events/board events
- Student Events
 - LALCC representatives at all student-run events; working with your eboards to help facilitate their goals
- Community Outreach/Support
 - Master calendar, looking into surrounding community, other schools, etc. to see where we can work together/learn more
- Immigration/Student reps for our Board of Directors: Mariano
 - Planning/executing events, attending board meetings, focusing on their objectives

Paperwork

- LALCC's "Banner Index" is CLAS01
- Fill out paperwork and bring to HR
- Work study forms

I. Call to order and Welcome

II. Approval of minutes from September meeting

III. Open issues

- a) Request from members to change our meeting day

**Suggested day: First Tuesday of every month at 3:00

- b) Comments about the Latino Week events (Carlos)

- c) Forthcoming Presentations (Heather)

- 1) *A Community Conversation on Puerto Rico*, Thursday, October 26, 2017, 5:00-7:00 Connecticut Room, Memorial Hall

- 2) Nov. 8th event (TBA)

- 3) Ideas/ volunteers for next semester

- d) Puerto Rico Relief

IV. New business

V. Adjournment

LALCC-March 2018 Meeting

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

- I. Welcoming
- II. Announcements
- III. Committee Membership
- IV. LALCC: review current structure
- V. Review of Committees
- V. Other bussines

Notés:

Board Meeting Tuesday, March 27th 3:00pm

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

Committees organized from the last meeting

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

Making improvements to our structure in order to use our budget more efficiently

- Dr. Toro is receptive, but we must give her a detailed plan
 - o Willing to set aside some money for a few people to work on this during the summer

Review of committees

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

Committee responsibilities for the April 3rd and May 8th meetings

- Start having conversations about their topics to discuss at the April meeting
 - Select committee leader
- Each committee should at least have a rough idea of a plan to bring to the meeting in May
 - What we plan to do, what we'd like to do, what we've done in the past, etc.
 - Why we feel the actions we decide on will be worth it

Register for the Symposium April 12th (Questions directed to Heather Rodriguez)

- Registration link forthcoming

Looking forward

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

Board Meeting October 19, 3pm

Official Start time 3:15

- Open Issues
 - Only 3 members in attendance; need to meet another day in order to get more attendance (Elena, Carlos, Awilda)
 - Tuesdays 3:00?
 - Carlos: No
 - Elena: Yes
 - Thursdays 3:00?
 - Carlos: Yes
 - Elena: Yes
 - Carlos proposes Friday's 3:00, because those are usually less hectic
 - To be put out to the rest of the board
 - **Thursday November 2nd, Africana Center will be in attendance**
 - Should pursue this date
 - Latin Week
 - Carlos: went well
 - Awilda suggests we have a feedback/input form where people can suggest what they'd like to see in the future
 - Carlos hesitant because it should be up to the students to plan events they believe are best for students
 - Event attendees may not even show up to events in the future, or don't necessarily know what is best/possible
 - Programs were student-driven, and it should come from them
 - Clarification from Awilda: ask the students who created the events themselves about what they wish could be different/better next year
 - Can be challenging to get everyone into a room together, so it was not goal
 - Could do it electronically
 - Find something that exists already for feedback
 - Awilda will send materials to Carlos to modify for our purposes
 - Good to have this for our records
 - Forthcoming presentations
 - Emphasize event Thursday October 26th
 - LALCC needs posters/flyers to hang
 - November 8th event (TBA)
 - Is this the conference we want to conduct? (Uncertain of what this refers to—to be clarified when Lourdes arrives)
 - Ideas/Volunteers to continue series next semester
 - Can be handled via email
 - New business
 - \$9,000 funding for students

- Able to designate more money for programming
- 112 Latino employees at the university (across all positions)
 - Awilda has the full list now
 - Wants to be able to invite everyone to Association meetings
- Lourdes arrived from meeting with Dr. Toro at 3:30
 - Will send an email about meetings on Tuesdays
 - Skeptical of faculty coming in on Friday's
 - Victoria will create a survey to send out with available times Tuesday, Wednesday, Friday 3pm
 - November 8th event is a presentation,
 - About Latino issues, but no focus yet
 - CONFERENCE IS FOR THE SPRING
 - Move for funds for conference
 - Awilda has the room reserved (Constitution Room), and will update the program with the information
 - Use this to send out for funding requests

Faculty Senate Diversity Committee
Meeting Minutes
September 29, 2017

Meeting held in Kaiser 018 from 2 to 3pm

Members present: Bishop, Jan (Physical Education Human Performance), Fuentes, Rocio (Modern Languages), Gagnon, Amy (Physical Education Human Performance), French, James (Lit Ed Child Ed), Love, Kurt (Ed Lead Policy Inst Tech), York, Cassandra (Physical Education Human Performance), Rahman, Mohammad (MfgConstMgt), Marosz, Dragana (CIE), Werblow, Jacob (Ed Lead Policy Inst Tech)

1. Introduced to each other
2. Officers:
 - a. Jan Bishop nominated herself as Chair of the committee for 2017-18, and Amy Gagnon nominated as Vice Chair. This was confirmed and agreed upon by all members present today.
 - b. Jan stated that we need to rewrite our bylaws in this committee so that going forward, officers are elected before the end of the Spring semester for the upcoming Fall semester.
 - c. (at the end of the meeting, Cassandra agreed to hold the secretary position, unless it is already held by someone else who may not be at the meeting)
3. Minutes from last year's last meeting were reviewed
 - a. We looked at the AEEL workshops that were held and discussed topics and attendance.
 - i. Will we hold these workshops again this year? What and when? General consensus that yes, we will continue them but want to focus on greater attendance
 - b. What is the function of the FSOC committee this year? Possible new directions for the FSOC:
In our final meeting in May, the FSOC members put forth recommendations for new leadership (to begin in Fall 2017) and discussed the following:
 - Expanding partnerships / providing service to local non-profits
 - Leading a micro-aggression campaign & workshops
 - Supporting the Gen Ed. curriculum redesign (make it more flexible, more open, more inclusive of diversity) – Student said to President Toro on the Fall Latino Panel “White Privilege courses are Ged. Ed. requirements but courses dealing with diversity are electives”

4. CCSU Student Diversity survey

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

5. D-designation of courses
 - a. A student said to Dr. Toro that most required Gen Ed courses are white privilege courses (see above), where courses that involved diversity were not. This needs to change
 - b. Are we still trying to push D-designation of courses in course curriculum?
 - c. Joss has a course EDT that is on its last leg because it is no longer a requirement of his program and wants to do everything to save it. It is a great diversity course that many students would benefit from.
6. Website needs fixing!
 - a. Would like to put results of survey on the website
 - b. Would like to have a library of practices for diversity on website (see <https://www.annenberglab.org/what-we-do/initiatives?hid=22> for an example of what this looks like for education)
7. By-laws
 - a. Need to be updated regarding officer elections as stated above
 - b. Has not been updated, years
 - c. Who is on board to help with these revisions?
8. Develop subcommittees to work on projects: (next meeting discuss/sign-up)
 - a. Survey
 - b. Spring Workshops
 - c. Bylaws
 - d. Website
 - e. Resource repository: physical (library) and virtual (online resources)
 - f. D-designation coursework
 - g. Mini-lessons/webinars to post on website for use by Professors in classes or personal PD
 - h. Celebration/Recognition of Individuals
9. Next meeting: Oct 13th at 2:15 – 3:15 pm

Faculty Senate Diversity Committee
Meeting Minutes
October 13, 2017

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

Members Present:

Amy Gagnon (Physical Education & Human Performance);
Luz Amaya-Bower (Engineering);
Cassandra York (Physical Education & Human Performance);
Jan Bishop (Physical Education & Human Performance);
Mohammad Rahman (MfgConstMgt);
Megan Mackey (Special Education & Interventions)
Lindsay Keazer (Math);

1. Introductions
2. Approval of Minutes
3. Megan Mackey was confirmed as the Secretary.
4. Jan provided a summary of her meeting with Glynnis Fitzgerald.
 - When planning our spring workshops, we will coordinate with the Center for Teaching and Faculty Development (CTFD).
 - If we are aware of events, such as workshops by CTFD, we could record them and put them up on the website as a learning module.
 - Jan will need to work with the Provost to get permission to deploy the survey to the entire student body.
5. Jan has not met with President Toro yet as she wants to have a clear plan before sitting down with her.
 - Amy suggested that Jan send the survey to President Toro in advance of the meeting.
6. Survey
 - Jan sent the link to all members prior to the meeting.
 - Group revised survey questions in real time.

7. Committees

- Survey
 - o Mohammad and Jan
- Spring Workshops
 - o Cassandra and Luz
- Bylaws
 - o Megan
- Website
 - o Luz

- Resource Repository: Physical (library) and Virtual (online resources)
 - o Lindsay
- D-designation Coursework
 - o Amy and Joss
 - o Cassandra
- Mini-Lessons / Webinars for use by Professors
- Celebration / Recognition of Individuals
- *Non-attending members to identify committee(s) to work on.

8. Next Meeting: To Be Determined – Jan will send a Doodle poll.

Respectfully Submitted by Megan Mackey

Faculty Senate Diversity Committee
Meeting Minutes
February 1, 2018

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

Members Present:

Jan Bishop (Physical Education & Human Performance);
Lindsay Keazer (Math);
Megan Mackey (Special Education & Interventions)

1. **Survey Test**
 - We did a trial run of the survey to make sure all settings worked appropriately.
 - The survey questions are 'ready for launch.'
 - We changed dates on the first page of the survey to make them current.
2. **Survey Next Steps**
 - Jan will fill out and submit the Human Subjects Committee (HSC) form by February 9, 2018.
 - Once approved by HSC, the survey will need to be submitted to the Executive Committee for approval to deploy.
3. **Bylaws**
 - Have not had quorum to approve revamped bylaws, so Jan will call for a vote via email.
4. **Faculty Senate Diversity Committee Membership**
 - Concerns that people listed as members have not responded and/or attended meetings in quite some time.
 - Jan will follow-up with those members via email.
5. **D Designation**
 - Jan was contacted by a member of student government asking to meet to discuss D designations.
 - Jan will follow-up and report back to the committee.
6. **Resources**
 - No resources were sent to Lindsay after the last meeting.
 - Jan will send another email requesting members send Lindsay resources.
 - Lindsay's Google doc link will be shared to gather new resources.
7. **Faculty Senate Diversity Committee Website**
 - URL: web.ccsu.edu/facSenateDiversity
 - Lindsay will draft proposed changes to the website, send it to the rest of the Committee for approval, and then will complete the General Website Update online.

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

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

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

Respectfully Submitted by Megan Mackey

Faculty Senate Diversity Committee 2017-18 Report

Members:

Bishop, Jan	Chair	Physical Ed. & Human Performance
Gagnon, Amy	Vice-Chair	Physical Ed. & Human Performance
Mackey, Megan	Secretary	Special Education & Intervention
Amaya-Bower, Luz		Engineering
Clark, Barbara		Lit El Ed Chid Ed
French, James		Lit El Ed Chid Ed
Fuentes, Rocio		Modern Languages
Keazer, Lindsay		Math
Leong, Chee-hoi		Physical Ed. & Human Performance
Love, Kurt		Ed Lead Policy Inst Tech
Marosz, Dragana		Center for International Ed.
Marquez, Caroline		Explore
Moreno-Fuentes, Gladys		Student Wellness
Rahman, Mohammad		MfgConstMgt
Thomas, Catherine		Nursing
Watson, Sheldon		Ed Lead Policy Inst Tech
Werblow, Jacob		Ed Lead Policy Inst Tech
York, Cassandra		Physical Ed. & Human Performance

2017-2018 Review

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

Committee established by President Toro for the 2017-18 year.

SUBCOMMITTEES

Survey Subcommittee: Bishop, Werblow, Mackey, Gagnon, Rahman, Clark

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

Workshops Subcommittee: Love, Amaya-Bower, Fuentes

- A Social Justice & Sustainability Workshop was presented by Kurt Love in April, 2018. It was videotaped and the presentation will be posted on the FSDC website as soon as the final copy is ready.
- Additional ideas have been generated for workshops next fall and this committee plans to communicate over the summer so to "hit the ground running" in the fall.

Webpage and Resources Subcommittee: Keazer, Thomas, Leong

- Substantive suggestions on how to improve the website have been presented to approved by the full committee.
- Updates are now happening regularly to the website which had not been changed since 2015.
- Resources such as book titles, webpages etc. were collected from members of the full committee to post. If anyone wishes to provide suggestions, the following google doc link may be used for submission:
https://docs.google.com/document/d/1SSw1DYf5LwEbnVneltF41b41fV9g8l8PaR88lchZ0/edit?usp=share_link

Media Resource Development Subcommittee: Marosz, Moreno-Fuentes, Werblow

- Several interview/panel discussions are in the design phase. Students will be invited to participate.
- When completed these will be posted on the FSDC website as resources for professional development, use in teaching etc.

Mentorship & Grants Subcommittee: Bishop, Amaya-Bower, Love, Gagnon, Leong

- President Toro met with the full committee and informed the committee that she wants to house the Diversity Grant money allocation under the administration of FSDC. The sub-committee is committed to writing up a procedure for handling this fund this summer.
- Discussion concerning the D-Designation was held including a meeting with the SGA President and 2 other SGA members, Chair of Curriculum, Beth Merenstein, and members of the sub-committee.
- Future goals: propose methods of increasing diversity in the curriculum and find funding for faculty mentorship.

Bylaws Subcommittee: Mackey, Keazer

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

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

Respectfully Submitted,

Jan Bishop, Chair, Faculty Senate Diversity Committee

McMahon, Sarah (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, September 22, 2017 12:16 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: CCSU Red Flag Campaign

Dear CCSU Community:

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

There are many ways for you to be involved:

- **Encourage your classes to attend a featured presentation.** Scroll down to view the three different events that will take place during the campaign. If you would like to encourage your students to attend through providing extra credit or making one of the presentations an assignment please e-mail Nicholas D'Agostino, Associate in Diversity and Equity. Nick can assist you with tracking student attendance or any other needs.
- **Invite us to your classroom or student group.** E-mail Sarah Dodd to schedule a 15 minute presentation in any of your classes or groups. Sarah is CCSU's victim advocate and provides services and training to the CCSU community. The presentation will focus on identifying abusive behavior in dating relationships, signs of a healthy relationship and how to help a friend who may be experiencing abuse. This presentation would be appropriate for classes in any academic discipline.
- **Request a poster.** Additional Red Flag posters will be put up on campus Monday, September 25th. If you would like a poster for your office or department, please contact Nicholas D'Agostino.

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

Best wishes,

Rosa

Rosa Rodríguez

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

Red Flag Campaign Events:

1. **Recognizing Stalking and Intimate Partner Violence on Campus - A Facilitated Discussion with Daniel Cargill**
Date: Monday, September 25, 2017
Time: 12:15 to 1:30 PM
Location: Memorial Hall, Constitution Room

Cargill is the Director of Law Enforcement Services for the Connecticut Coalition Against Domestic Violence (CCADV). Prior to coming to work at CCADV, Cargill spent twenty years working for the Connecticut State Police, where he spent several years as an Adjunct Professor and P.O.S.T. certified instructor training law enforcement in various topics including Law Enforcements Response to Domestic Violence.

2. **Red Flag Campaign – Scavenger Hunt**

Date: Tuesday, September 26, 2017

Time: 11:00 AM to 1 PM

Location: Sprague/Carlton Room, Student Center

To register a team please [email Sarah McMahon](#)

This is a fun way for our students to get to know more about the resources we have on campus. The Scavenger Hunt will start at 11 AM in the Sprague/Carlton Room (Student Center). Gather your friends and organize a team. Prizes for the winning team. **FREE FOOD** at the end of the scavenger hunt.

3. **Why We SAY SOMETHING - A Conversation with Everyday CCSU Activists Working to End Relationship Violence**

Date: Wednesday, September 27, 2017 at 4:30 PM

Location: Alumni Hall, Student Center

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

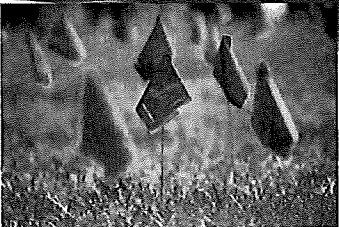
Special Thanks: The Red Flag Campaign Committee, Office of Diversity and Equity, Office of Victim Advocacy, Office of Student Affairs, The Women's Center, University Police, Residence Life, Administrative Affairs, Department of Athletics, Department of Criminology and Criminal Justice, Department of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

Presented by:
Sarah Dodd, CCSU Office of Victim Advocacy

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 (1998).

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 about things but she refuses.

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

What are some important components of healthy relationships?

Signs of a healthy relationship

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	Off-Campus - Confidential
CCSU Office of Victim Advocacy 860-832-3795 Carroll Hall, 248	YWCA Sexual Assault Crisis Service 24 Hour Hotline: 860-223-1787 24 Hour Spanish Hotline: 888-568-8332
Women's Center Women's Center Coordinator 860-832-1655 Student Center Room 215	Prudence Crandall Center for Domestic Violence 24 Hour Hotline: 888-774-2900
Residence Life 860-832-1660 Mid Campus Hall	Suicide Prevention Lifeline 24 Hour Hotline: 860-273-8255
Student Wellness Services (Confidential) Health Services: 860-832-1925 Counseling Services: 860-832-1945	Hospital of Central Connecticut 100 Grand Street New Britain, CT 06050 860-224-5011

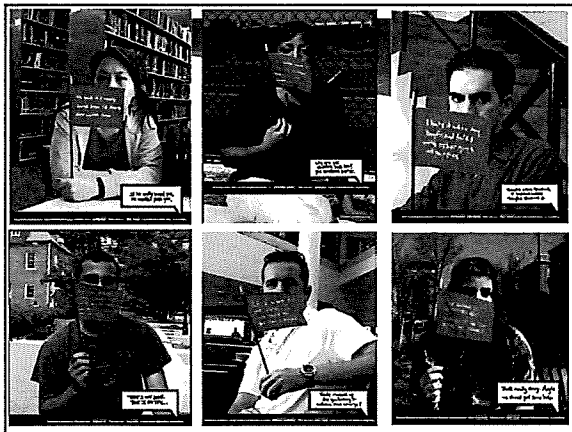
Reporting

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.



Questions or comments?



- * Kathy Bantley, Red Flag Campaign Co-Chair
 bantleyk@ccsu.edu
 860-832-3142
- * Nick D'Agostino, Red Flag Campaign Co-Chair
 nicholas.dagostino@ccsu.edu
 860-832-1653

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

STAND UP CCSU
 CCSU Students Stand Against Sexual Violence


For more information see #StandUPCCSU

Who are we?


Office of Victim Advocacy
 you are not alone

For more information see #StandUPCCSU



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

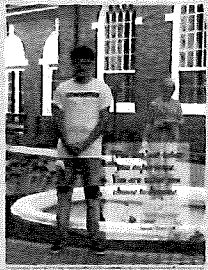
It happens here:
 Sexual Assault at CCSU



- Approximately 11% of female undergraduate students experience completed or attempted sexual assault while attending college.
- Approximately 3% of male undergraduate students at CCSU experience completed or attempted sexual assault while attending college.

For more information see #StandUPCCSU

I Stand with Survivors of Sexual Assault



It's not just the assault itself that's traumatic. It's the isolation, the shame, the stigma.

The majority of survivors knew the person that assaulted them


Approximately 3% of survivors notified law enforcement

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

Community Resource Center

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


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



**CCSU students in support of Stand Up
CCSU - March 2017**

For more information see #StandUpCCSU

Kitty Genovese



The stream no one answered

Apathy at Stabbing of Queens Woman: Shocky Inspector
by **KATHY GARDNER**

For more than half an hour 37 respectable, law-abiding citizens in Queens watched a killer stalk and stab a woman in three separate attacks in New York.

Twice the sound of their voices

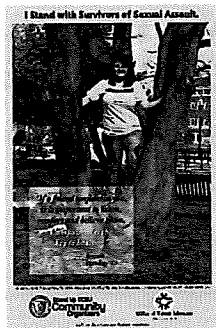
For more information see #StandUpCCSU

Discussion:

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

Why do people choose to intervene in a given situation?

For more information see #Stand.PCCSU



For more information see #Stand.PCCSU

I stand up if I see someone who is in an uncomfortable situation by checking in and seeing if they are ok.
-Daniela

I stand up by telling my friends and making sure that there is no one else who is "not" safe.

It's okay to disagree with professors sometimes. I speak up when I hear transphobic or homophobic comments in the classroom.
-Jess

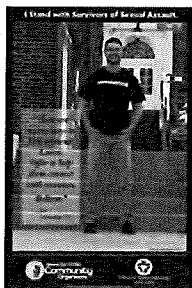
I stand up by always seeking to better understand sexual assault prevention through my academics and research.
-Andrea

I stand up by standing by friends who are in harmful or abusive relationships, letting them know I am there and connecting them with the right resource.
-Monica

For more information see #Stand.PCCSU

Tips for Intervening

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



For more information see #StandUPCCSU

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



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

For more information see #StandUPCCSU

STAND UP CCSU
 CCSU Students Stand Against Sexual Violence

For more information see #StandUPCCSU

Who are we?


**Stand Up CCSU
Community
Organizers**

Office of Victim Advocacy
you are not alone

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

For more information see #StandUPCCSU

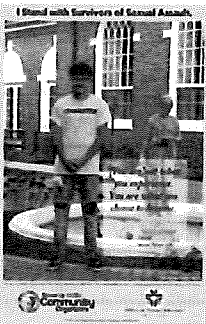
It happens here:
Sexual Assault at CCSU



- Approximately 11% of female undergraduate students experience completed or attempted sexual assault while attending college.
- Approximately 3% of male undergraduate students at CCSU experience completed or attempted sexual assault while attending college.

For more information see #StandUPCCSU

I Stand with Survivors of Sexual Assault.



The majority of survivors knew the person that assaulted them


Approximately 3% of survivors notified law enforcement

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

Community Support


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



CCSU students in support of Stand Up
CCSU - March 2017

Kitty Genovese



The stream no one answered

Apathy at Stabbing of Queens Woman Shocks Inspector

By MARTIN GAFERDINO

For more than half an hour 35 respectable, law-abiding citizens in Queens watched a killer slash and slash a woman in three separate attacks in Kew Gardens.

Twice the sound of their voices

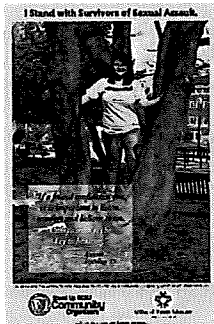
For more information see #StandUPCCSU

Discussion:

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

Why do people choose to intervene in a given situation?

For more information see #StandUPCSU



For more information see #StandUPCSU

I stand up if I see someone who is in an uncomfortable situation by checking in and seeing if they are ok.
- Daniela

I stand up by raising my voice to understand that there is no one definition of a "gay" man.
- Ari

It's okay to disagree with professors sometimes. I speak up when I hear transphobic or homophobic comments in the classroom.
- Jess

I stand up by always seeking to better understand sexual assault prevention through my academics and research.
- Andrea

I stand up by standing by friends who are in harmful or abusive relationships by letting them know I am there and connecting them with the right resources.
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For more information see #StandUPCSU

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Really, we appreciate this time in class.

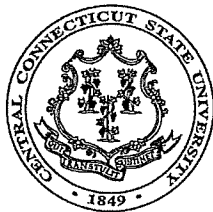
Sarah Dodd
Office of Victim
Advocacy
Carroll Hall 248; 860 -
832-3795
sarahdodd@ccsu.edu

For more information see #StandUPCCSU

The Americans with Disabilities Act.

*Breaking
down
barriers.*

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



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

SEXUAL HARASSMENT IS ILLEGAL!



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

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

Examples of Sexual Harassment include:

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

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

Incidents may be reported to:

Office of Diversity and Equity
(All complaints)
Chief Diversity Officer
Davidson Hall, Rm. 102
860-832-1652

Human Resources
(Complaints against employees)
Davidson Hall, Rm. 101
860-832-1760

Office of Student Conduct
(Complaints against students)
Willard Hall, Rm. 107
860-832-1667

Office of Victim Advocacy
email: sarahdodd@ccsu.edu
860-832-3795

For more information:
www.ccsu.edu/diversity

You're Not Alone!



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

Equal Opportunity Employer/Educator

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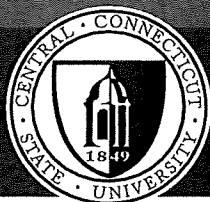
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Equal Opportunity Employer/Educator

Equal Employment Opportunity is **THE LAW**

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

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

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

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

DISABILITY

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

AGE

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

SEX (WAGES)

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

GENETICS

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

RETALIATION

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

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected: The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

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

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

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

INDIVIDUALS WITH DISABILITIES

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

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

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

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

RETALIATION

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

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

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

Programs or Activities Receiving Federal Financial Assistance

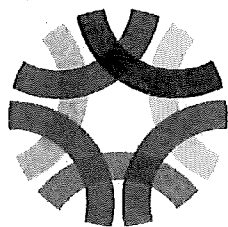
RACE, COLOR, NATIONAL ORIGIN, SEX

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

INDIVIDUALS WITH DISABILITIES

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

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



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.

CCSU's Office of Victim Advocacy

860-832-3795

Carroll Hall, Room 248

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

We are here to assist and support you.

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

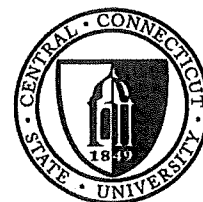
Medical and Emotional Care

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

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)

Director

860-832-1667

Carroll Hall, Room 202

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.



EXECUTIVE SUMMARY

The Office of Diversity and Equity has completed the University's Affirmative Action Plan (AAP) per the Connecticut General Statutes 46a-68. The AAP is a comprehensive, result-oriented set of procedures and programs that details the University's strategy to eliminate discrimination, set forth a good faith effort to attain hiring, promotional and programmatic goals and to achieve equal opportunity.

The plan is submitted annually for review and approval by the Commission on Human Rights and Opportunities (CHRO). The CHRO reviews and evaluates the plan within 90 days to ensure that it contains all required elements and it is in compliance. CHRO approved the 2016 Plan based on CHRO Reviewer Neva Vigezzi's recommendation with no weaknesses noted.

CCSU Full-time Workforce Statistics Table

CATEGORY OR CLASS	GRAND TOTAL	TOTAL MALE		TOTAL FEMALE		WHITE		BLACK		HISPANIC		AAIAHNPI*	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive Management	33	19	14	39.4%	42.4%	13	10	5	1	1	3	0	0
Faculty	443	258	185	58.2%	41.8%	194	145	16	13	12	9	36	18
Professional Non-Faculty	225	92	133	40.9%	59.1%	74	100	7	15	9	14	2	4
Clerical Secretarial	93	9	83	9.8%	90.2%	3	60	2	14	3	9	1	1
Technical Paraprofessional	17	7	10	41.2%	58.8%	4	5	0	2	3	1	0	2
Skilled Crafts	12	11	1	91.7%	8.3%	11	1	0	0	0	0	0	0
Service Maintenance	67	56	11	83.6%	16.4%	44	7	4	0	8	4	0	0
Protective Services	18	16	2	88.9%	11.1%	7	1	4	1	5	0	0	0
TOTALS	908	468	439	51.5%	48.5%	350	329	38	46	41	40	39	25
	100.0 %					38.5%	36.2%	4.2%	5.1%	4.5%	4.4%	4.3%	2.8%

CCSU

2017 AFFIRMATIVE ACTION PLAN

Executive Summary

Abstract

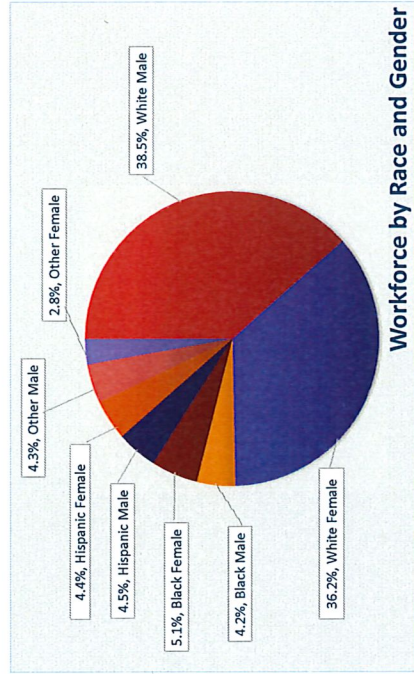
The Affirmative Action Plan (AAP) is a comprehensive, result-oriented set of procedures and programs that details the University's strategy to eliminate discrimination, set forth a good faith effort to attain hiring, promotional, and programmatic goals and to achieve equal opportunity.

Office of Diversity and Equity

CCSU is an Affirmative Action and Equal Opportunity Employer and Educator.

Faculty special appointments, University Assistants and Emergency hires and graduate interns are not included in the full-time workforce. With the exception of the Workforce Table the coaching category is analyzed separately.

Workforce by Race and Gender Chart



ANALYSIS OF GOALS FOR 2016-2017

Hiring Goals

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

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

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

Hires Table

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

EEO Category	Hires	Goals	Goals Achieved	Percent of Goal Achievement
Executive Administrative	2	5	1	50%
Faculty	9	14	4	44%
Coaching	1	5	1	100%
Professional Non-Faculty	16	12	5	32%
Other Staff (Classified)	3	18	0	0%
Total	31	54	11	34%

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

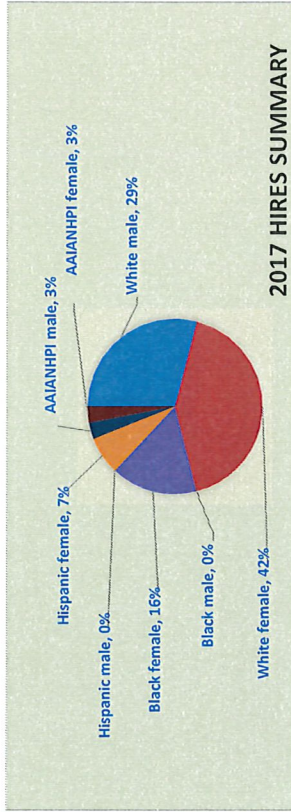
- One (1) diverse hire in the **Executive Administrator** category: One (1) Hispanic female.
- One (1) diverse hire in the **Associate Professor** category: One (1) White female.
- Three (3) hires in the **Assistant Professor** category: Two (2) White females and One (1) AAIAHNPI male.
- Eleven (11)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

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

In all, twenty-seven (27) out of the thirty-one (31), or Eighty-seven percent (87%), were either goal candidates or candidates from historically underrepresented groups including White females in non-clerical positions. The table and chart below gives an overview of hires by race and gender.

EEO Category	White		Black		Hispanic		AAIAHNPI		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive	0	0	0	1	0	1	0	0	0	2
Assistant Professor	2	2	0	0	0	0	0	1	1	6
Associate Professor	2	1	0	0	0	0	0	0	0	3
Coaching	0	0	0	1	0	0	0	0	0	1
Prof. Non-faculty	3	9	0	3	0	1	0	0	0	16
Secretarial All	0	1	0	0	0	0	0	0	0	1
Service	1	0	0	0	0	0	0	0	0	1
Maintenance	1	0	0	0	0	0	0	0	0	1
Custodians	1	0	0	0	0	0	0	0	0	1
Total	9	13	0	5	0	2	1	1	1	31
Percentage	29%	42%	0%	16%	0%	7%	3%	3%		

Hires Summary Chart



Promotional Goals

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

Promotions Table

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

EEO Category	Promotions	Goals Achieved	Percent of Goal Achievement
Executive Administrative	1	0	0%
Faculty	22	7	32%
Professional Non-Faculty	1	0	50%
Other Staff (Classified)	8	3	0%
Total	32	7	22%

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

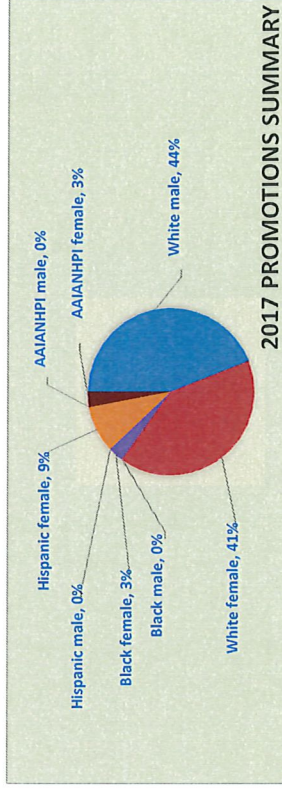
- Five (5) diverse promotions in the Associate Professor category: Five (5) White females
- One (1) diverse promotion in the Professional/Non-faculty category: One (1) Black female
- Two (2) diverse promotions in the Secretary 2 category: Two (2) Hispanic females
- One (1) diverse promotion in the Service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

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

In all, twenty (20) out of the thirty-two (32), or sixty-three (63%), were either goal candidates or candidates from historically underrepresented groups including White females in non-clerical positions. The table and chart below gives an overview of promotions by race and gender.

EEO Category	White		Hispanic		Black		AAIANHPI		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Executive	1	0	0	0	0	0	0	0	1
Professor	5	6	0	0	0	0	0	0	11
Associate Professor	5	5	0	0	0	0	0	1	11
Prof. Non-faculty	0	0	0	1	0	0	0	0	1
Clerical	0	2	0	0	0	2	0	0	4
Skilled Craft	1	0	0	0	0	0	0	0	1
Service Maintenance	2	0	0	0	0	1	0	0	3
Total	14	13	0	1	0	3	0	1	32
Percentage	44%	41%	0%	3%	0%	9%	0%	3%	

Promotion Summary Chart



Summary of Faculty Promotions

Promotions in the faculty category are self-directed; therefore, goal achievement can be measured against those who apply for promotion.

Promotions to Professor

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

Eleven (11) applicants were recommended for promotions to Professor based on the evaluations of the DEC, the deans, the P&T, Provost and the President: Five (5) White males and Six (6) White females. Of the Eleven (11) promotions that occurred in this category, the University achieved six (6) White female established promotional goals.

- Two (2) White male non-goal candidates, and One (1) AAIANHPI male goal candidate, were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Thus, out of the seven (7) applicants who were goal candidates, the University achieved six (6) goals: Six (6) White females.

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

Promotions to Associate Professors

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

- One (1) White male non-goal candidates, One (1) AAIAHNP male non-goal candidate, and One (1) AAIAHNP female goal candidate were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Thus, out of the one (1) applicant who was a goal candidate, the University achieved one (1) goal: One (1) AAIAHNP female.

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

Hiring and Promotional Goals for 2016-17

It has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A "goal" is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated as short term (one year or less) or long term (more than a year, but not more than five).

The University has set its goals to be meaningful, measurable and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights and union contracts relating to transfers from other agencies are in effect and the University must consider those candidates, if they qualify, for specific vacancies.

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office of Diversity and Equity web page at <http://www.ccsu.edu/AffAction/>. However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

Based on the Section 46a-68-40 Utilization Analysis, the University has established the following hiring and promotion goals for the period of August 1, 2016 through July 31, 2017.

EXECUTIVE/ADMINISTRATIVE

Hiring
3 White Females
1 Black Female
1 AAIAHNP Male
1 AAIAHNP Female

FACULTY

PROFESSOR
Hiring
1 White Female

ASSOCIATE PROFESSOR

Hiring
2 Black Males
3 Black Females
1 Hispanic Male
3 Hispanic Females
1 AAIAHNP Female

ASSISTANT PROFESSOR

Hiring
1 White Male
4 White Females
2 Hispanic Males
1 AAIAHNP Female

COACHING

Hiring
2 Black Males
1 Black Female
1 Hispanic Male
1 AAIAHNP Male
1 AAIAHNP Female

PROFESSIONAL/NON-FACULTY

Hiring
1 Black Male
4 AAIAHNP Males
5 AAIAHNP Females

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

Hiring
4 White Males
2 Hispanic Females
1 AAIAHNP Female

Promotional
1 White Female

Promotional
12 White Females
8 AAIAHNP Males

Promotional
1 Black Female
2 Hispanic Females
1 AAIAHNP Female

Promotional
None

Promotional
None

Promotional
None

Promotional
1 Hispanic Female

SECRETARIAL CLERICAL/SECRETARY 2

- Hiring**
1 White Male
1 Black Female

- Promotional**
1 White Female

TECHNICAL/PARAPROFESSIONAL

- Hiring**
3 White Females
1 Black Male
1 Hispanic Female

- Promotional**
None

PROTECTIVE SERVICES

- Hiring**
4 White Males
1 White Female
1 Hispanic Female

- Promotional**
None

SKILLED CRAFTS

- Hiring**
1 Black Male
2 Hispanic Males

- Promotional**
None

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

- Hiring**
1 White Female
1 Black Male
1 Hispanic Male
1 AA/IANHPI Male

- Promotional**
1 White Female
1 Hispanic Male

SERVICE MAINTENANCE/CUSTODIANS

- Hiring**
2 Black Males
2 Black Females
1 Hispanic Male
1 AA/IANHPI Male

- Promotional**
None

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

Program Goals

The University has established program goals pursuant to analyses conducted in **Section 46a-68-87, Identification of Problem Areas** in order to remove any disparity or adverse impact on the race/sex group members in the respective occupational categories.

The University's programs will be meaningful, measurable and reasonable attainable and consistent with Section 46a-68-92—Good Faith Efforts.

While the University did not identify any significant employment policy or practice that adversely affects any minority group candidates, including physically disabled or older persons, it did identify areas that

need to be further explored in the recruitment of service maintenance and skilled craft. If disparities occur, the University will initiate a goal to remove such impact.

Recruitment and Equitable Search Process

In the Professional Non-faculty category, ODE will consult with hiring managers to determine when an affirmative action search should be utilized to fill a vacancy. This is not an official goal; however, it will be a standing practice for all SUOAF bargaining positions.

In the Service Maintenance, when the position does not require State of Connecticut examinations, the University will expand and identify new advertising and recruitment sources. Additionally, the custodian and skilled craft are also areas that need improvement in their diversification of applicants.

The University has considered alternatives in addition to those already outlined above to eliminate any problem areas identified in the **Identification of Problem Areas** section.

Other Program Goals

The University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled or older persons. The University will, however, continue to take a critical look at its employment processes and if disparities occur, the University will initiate a goal to remove such impact and improve the processes.

As Program Goals for the plan year 2017-2018, in order to foster a campus climate of tolerance and diversity, to ensure equal rights for all the various groups that make up the University community and to educate our students toward appreciation for diversity, the University will:

1. **Recruitment & Equitable Search Process Continued**
 - a. **Internal SUOAF Search Process**
 - The recommendations of the Employee Advisory Committee's Internal Search Process Subcommittee will be forwarded to the Office of Human Resources for consideration. We are seeking to document the internal search process in the hiring manual.
- Completion Date: July 2018
- Responsible Person(s): Chief Diversity Officer and Chief Human Resources Officer
2. **Promotion of Equal Opportunity and Harassment-free Workplace**
 - a. **Training**
 - ODE will continue to conduct training sessions specifically targeting hiring managers and search committee chairs and members. This training will focus on such topics as implicit bias, role of hiring managers and search committee members, or equitable hiring/recruitment standards.
 - ODE will continue to provide structured training programs for the members of the newly established employee advisory committee and other training opportunities for the entire EAC membership.
 - ODE will also provide specialized training programs based on needs identified in departments, from internal complaints/investigations or as requested by university faculty, staff or students.
 - ODE will provide new online Title IX training.

Completion Date: July 2018

Responsible Person(s): Chief Diversity Officer; Associate in Diversity and Equity, Chief Human Resources Officer; Provost; Victim Advocate; Vice President of Student Affairs, Chief Administrative Officer.

b. Employee Climate Survey

- CCSU will administer the staff/faculty employment survey on gender-based discrimination during the fall 2017 semester. Once completed, the results will be analyzed and provided in report form to university leadership. Additionally, the results of the gender-based discrimination (including sexual harassment) will be available to the university community e.g., department and university-wide presentations, e-mail, and the web site.
- Completion Date:** July 2018

Responsible Person(s): Chief Diversity Officer; CCSU Victim Advocate; Associate in Diversity and Equity

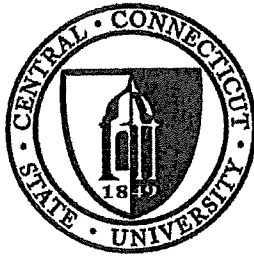
3. Foster a Safe and Inclusive Work Climate

- a. Campus-wide and community events to honor the contributions of our faculty and staff from underrepresented groups.**
- Organize two campus events to celebrate the contributions of our LGBTQ and African American communities, Rainbow Breakfast and Recognition Ceremony and MLK Breakfast Celebration. External community members will also be invited to increase internship opportunities for students and to recruit part-time faculty members.
- Completion Date:** October 2017 and February 2018

Responsible Person(s): Chief Diversity Officer; Chief Human Resources Officer; Associate in Diversity and Equity; Institutional Advancement and the Vice President of Student Affairs

Cooperation with Other Agencies

When the cooperation of another agency is essential to the implementation of a program goal, CCSU will maintain a record of each instance of contact with the agency and the outcome of the request.



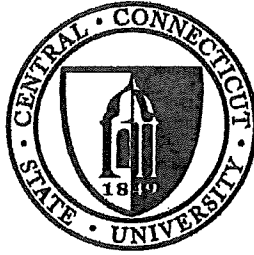
Central Connecticut State University

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

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

Material Provided:

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



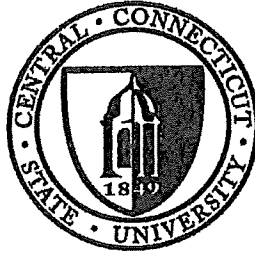
Central Connecticut State University

Title IX Training Program
November 21, 2017; 9:00 am – 12:00 pm
Blue and White Room, Student Center

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

Material Provided:

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



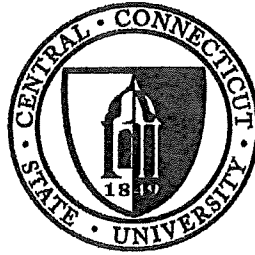
Central Connecticut State University

Title IX Refresher Training Program
December 6, 2017, 3:00 pm – 3:45 pm
Philbrick Room, Student Center

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

Material Provided:

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



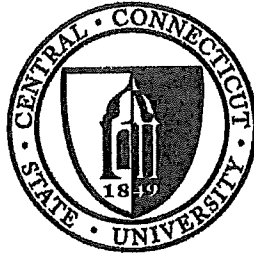
Central Connecticut State University

Title IX Refresher Training Program
February 13, 2018; 1:00 pm – 1:45 pm
Sprague Carlton Room, Student Center

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

Material Provided:

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



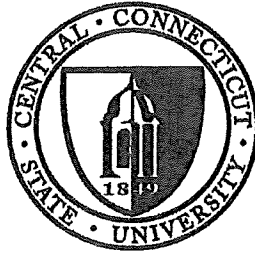
Central Connecticut State University

Title IX Training Program
March 27, 2018, 1:00 pm – 4:00 pm
Philbrick Room, Student Center

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

Material Provided:

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



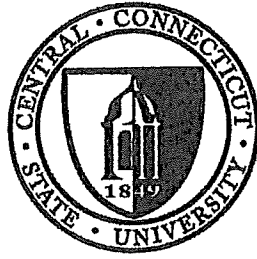
Central Connecticut State University

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

- | | |
|-------------------------------------|--|
| 1. Welcome & Introductions | Rosa Rodriguez, Chief Diversity and Title IX Officer |
| 2. CCSU/BOR Policies and Procedures | Nicholas D'Agostino, Associate in Diversity and Equity |
| 3. LGBTQ Community | Robin McHaelen, Adjunct Faculty and Executive Director for True Colors, Inc. |
| 4. Wrap up and Evaluation | All |

Material Provided:

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



Central Connecticut State University

Title IX Training Program

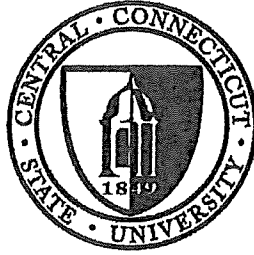
June 15, 2018, 1:00 pm – 2:30 pm

Clock Tower Room, Student Center

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

Material Provided:

- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- Business cards (Title IX Officer & Diversity Associate)



Central Connecticut State University

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

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

Material Provided:

- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- Business cards (Title IX Officer & Diversity Associate)

Proposed Agenda
Student Center Student Employee Training
Wednesday, August 17, 2017
Alumni Hall

Trainers: Nicholas D'Agostino & Charisse Levchak

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

2. Icebreaker – Stand Ups (15 minutes)

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

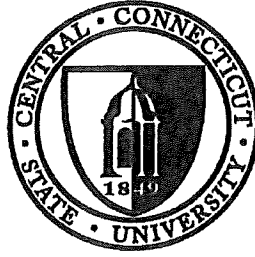
3. ODE polices/procedures (15 minutes)

Managing our professional responsibilities with our personal views and values

4. *I hear you* - Force choice activity (20 minutes)

Students are required to pick a side on a topic, then discuss the topic with someone across from them and listen/hear their perspective. This is about engaging in tough conversations in a non-confrontational manner.

5. Close/Feedback



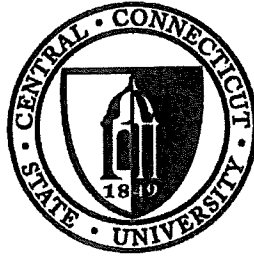
Central Connecticut State University

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

- | | |
|--|---|
| 1. Welcome & Introductions | Rosa Rodriguez, Chief Diversity and Title IX Officer |
| 2. CCSU/BOR Policies and Procedures | Nicholas D'Agostino, Associate in Diversity and Equity |
| 3. LGBTQ Community | Robin McHaelen, Adjunct Faculty and Executive Director for True Colors Inc. |
| 4. Lunch | 11:15 to 11:45 AM |
| 5. Title IX Sexual and Interpersonal Violence (sexual harassment) Prevention and Awareness | Sarah Dodd, CCSU Victim Advocate and Violence Prevention Specialist |
| 6. Break | 1:15 to 1:25 PM |
| 7. Student Disability Services | Dr. Carolyn Fallahi, Professor and Faculty Liaison to Student Disability Services |

Material Provided:

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



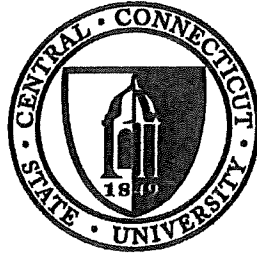
Central Connecticut State University

Diversity & Title IX Training Program
CCSU Police Department
January 11, 2018; 10:00 am – Noon
Vance 105

- | | |
|--|--|
| 1. Welcome & Introductions | Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator |
| 2. CCSU/BOR Policies and Procedures | Nicholas D'Agostino, Associate in Diversity and Equity |
| 3. Title IX Sexual and Interpersonal Violence (sexual harassment) Prevention and Awareness | Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator
Nicholas D'Agostino, Associate in Diversity and Equity |
| 4. LGBTQ Community | Robin McHaelen, Adjunct Faculty and Executive Director for True Colors Inc. |
| 5. Wrap up and Evaluations | All |

Material Provided:

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



Central Connecticut State University

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

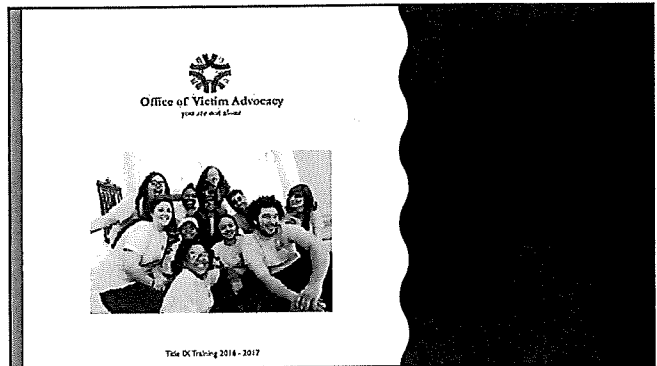
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|-------------------------------------|--|
| 1. Welcome & Introductions | Rosa Rodriguez, Chief Diversity and Title IX Officer |
| 2. CCSU/BOR Policies and Procedures | Nicholas D'Agostino, Associate in Diversity and Equity |
| 3. LGBTQ Community | Robin McHaelen, Adjunct Faculty and Executive Director for True Colors, Inc. |
| 4. Wrap up and Evaluation | All |

Material Provided:

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

TITLE IX TRAINING

OFFICE OF DIVERSITY AND EQUITY -
DAVIDSON HALL 102



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 2016 - 2017

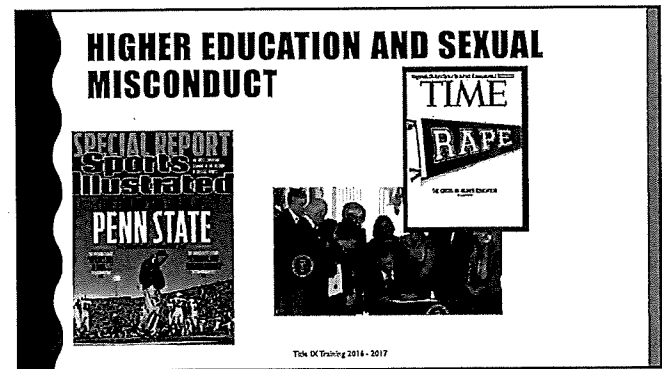
TITLE IX TRAINING AGENDA

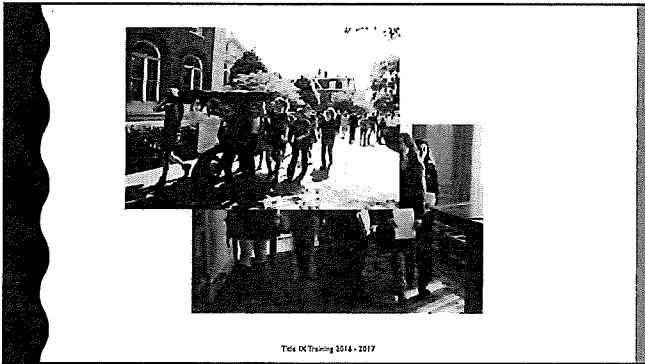
- CSU Sexual Misconduct Policy
- Definitions
- Mandatory Reporting
- Complaint Procedure
- On and Off Campus Resources
- Understanding Sexual Assault, Intimate Partner Violence and Stalking
- Responding to Students Who Have Experienced Sexual Misconduct
- Title IX Trifecta

Title IX Training 2016 - 2017

THE CONTEXT

Title IX Training 2016 - 2017





CCSU POLICIES AND PROTOCOL

Tide OK Training 2014 - 2017

MANDATORY REPORTING – BOR SEXUAL MISCONDUCT POLICY

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

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

Tide OK Training 2014 - 2017

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

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

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

Tide OK Training 2014 - 2017

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

Tide OK Training 2014 - 2017

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

Tide OK Training 2014 - 2017

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

Title IX Training 2016 - 2017

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

Title IX Training 2016 - 2017

RETALIATION

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

Title IX Training 2016 - 2017

RESOURCES

Title IX Training 2016 - 2017

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
Carroll Hall, Room 202

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

Any administrator

Title IX Training 2016 - 2017

ON-CAMPUS RESOURCES SOMEONE TO TALK TO:

CCSU Office of Victim Advocacy
Sarah Dodd
860-832-3795
Carroll Hall 248
Women's Center
Jacqueline Cobblina-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.

Title IX Training 2016 - 2017

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: 850-273-8255
- **Hospital of Central Connecticut**
100 Grand Street
New Britain, CT 06050
860-224-5011

Title IX Training 2016 - 2017

SEXUAL MISCONDUCT

SEXUAL HARASSMENT AND SEXUAL EXPLOITATION

Title IX Training 2016 - 2017

SEXUAL MISCONDUCT: SEXUAL HARASSMENT

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

Title IX Training 2016 - 2017

QUID PRO QUO: "THIS FOR THAT"

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

Title IX Training 2016 - 2017

HOSTILE ENVIRONMENT

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

Title IX Training 2016 - 2017

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

Title IX Training 2016 - 2017

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.

Title IX Training 2014 - 2017

SEXUAL ASSAULT

Title IX Training 2014 - 2017

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.

Title IX Training 2014 - 2017

PREVALENCE AT CCSU

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

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

Approximately 6% of graduate student women and 0% of graduate student men experienced attempted or completed sexual assault.

Title IX Training 2014 - 2017

The majority of incidents occurred off-campus

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

Approximately 3% of victims/survivors notified law enforcement

40% of victims/survivors told a close friend

Title IX Training 2014 - 2017

mirror

House overhauls technology adoption affirmative-consent bill

The House on Tuesday passed a revised version of the affirmative-consent bill, which would require colleges to adopt affirmative-consent policies by the end of the year.

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Senate Passes 'Yes Means Yes' Bill Targeting Sexual Assault

The Senate on Tuesday passed a bill that would require colleges to adopt affirmative-consent policies by the end of the year.

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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 leaving the screening.

Title IX Training 2016 - 2017

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?

Title IX Training 2016 - 2017

Message August 11, 2015

Title IX Activists

Wafwee Wanjohi

Title IX Training 2016 - 2017

INTIMATE PARTNER VIOLENCE

Title IX Training 2016 - 2017

INTIMATE PARTNER VIOLENCE, DOMESTIC VIOLENCE AND/OR DATING VIOLENCE

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

Title IX Training 2016 - 2017

POWER AND CONTROL

Threatening self-harm

Giving the "red eye"

Making their partner feel worthless

Making rules about who you can see and when

This wouldn't happen if you didn't make me so angry

Isolation

Using Economic Abuse

Treating their partner like a servant

Taking their partner's money and then giving an allowance

Repeating Abuse Cases: Center for Victims of Sexual Assault, North Dakota, 2010

Title IX Training 2016 - 2017

CYCLE OF VIOLENCE

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

Tide DC Training 2016 - 2017

STALKING

Tide DC Training 2016 - 2017

STALKING

Definition:
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.

Tide DC Training 2016 - 2017

Bolin, 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.

Tide DC Training 2016 - 2017

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.

Tide DC Training 2016 - 2017

INDIVIDUAL RESPONSE

Tide DC Training 2016 - 2017

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.

Tide IX Training 2016 - 2017

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?

Tide IX Training 2016 - 2017

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

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

Refer.

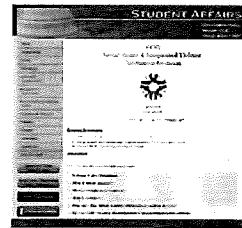
Confidential
- YWCA
- Prudence Crandall Center
- Counseling Services
Not Confidential
- Office of Victim Advocacy
- Women's Center
- Residence Life

Report.

Follow-Up (if appropriate)

Tide IX Training 2016 - 2017

YOU HAVE SUPPORT.



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

Tide IX Training 2016 - 2017

THANK YOU.

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



you are not alone

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

Tide IX Training 2016 - 2017

Central Connecticut State University

Diversity Training Office of Diversity and Equity

Rosa Rodríguez
Chief Diversity Officer and Title IX Coordinator

Nicholas D'Agostino
ODE Associate and Investigator

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

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

CCSU Diversity Training

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

ODE Responsibilities

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

CCSU Nondiscrimination Policy

Harassment and discrimination are prohibited based on:

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

Discrimination Differential/Disparate Treatment

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

Hostile Environment

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

• A one time incident can be seen as severe

Examples of Harassing Behavior

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

Discrimination Disparate Impact

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

Disparate Impact – Case Law

Griggs v. Duke Power Company

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

Standards Utilized

Reasonable Person Standard

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

Preponderance of the Evidence

Scenario:

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

Is this a policy violation?

1. Yes
2. No
3. Unsure

Response	Percentage
Yes	0%
No	0%
Unsure	0%

What is the protected class status?

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

Protected Class Status	Percentage
Sex	0%
Race	0%
National Origin	0%
Religion	0%
Color	0%

Can an employer require employees to only speak English?

1. Yes
2. No
3. Depends

Response	Percentage
Yes	0%
No	0%
Depends	0%

Scenario:

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

Hate Crimes

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

Workplace/Educational Environment Includes:

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

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

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

Retaliation

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

Reporting Discrimination & Harassment

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

Rights of Those Who Report

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

Rights of Alleged Victim & Accused:

- To be treated fairly and with respect
- To have a support person during any meeting or proceeding related to the allegations harassment, differential treatment, or sexual misconduct
 - As long as this person's involvement doesn't delay any meeting related to this conduct and does not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct.
- To receive timely notice the case outcome
- Rights to appeal or file externally (as applicable)

What you can do

If you are the target of unwanted attention or behavior:

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

What you can do

If you are a bystander ...

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

University Perspective Harassment & Discrimination

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

Complaint Procedures and Options*

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

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

On-campus Resources To report an incident:

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

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

Any administrator

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

On-campus Resources Someone to talk to:

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Sarah Dodd
860-832-3795
D Loreto 207

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Jacqueline Cobbina-Boivin
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Barrows Hall, Room 120

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Davidson Hall, Room 103


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

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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


1

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Office of Victim Advocacy
308 878-2344

Bringing in the Bystander®



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

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2

Brainstorm on Bystander Responsibility

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

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3

Definitions

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

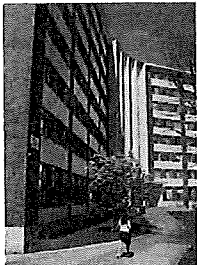
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4

Stoke Hall Gang Rape 1987

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



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Where Were the Bystanders?

Stoke Hall Gang Rape 1987


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

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6


Yeardley Love: 1988-2010



Credit: UVA Media Relations

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

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




Credit: UVA Media Relations


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Where were the bystanders?

7






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Where Did the Study Of Bystanders Begin?

8

The Case of Kitty Genovese

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



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Bystander Research Confirms

9

RECOGNIZE SITUATION

- You must be aware of the problem and recognize the negative impact on the victim.²

BEING ASKED


- Those who are asked and agree to help, are far more likely to intervene than those who are not asked.³

ROLE MODEL

- People who witness prosocial interventions are more likely to effectively intervene in the future.⁴

GROUP SIZE

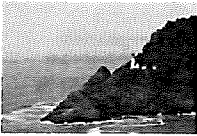
- The more people are present, the lesser the likelihood of a bystander effectively intervening.⁵



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Bystander Action: In Person

10



Credits: www.photographopen.com

Samaritans Disrupt Alleged Rape in Progress
Oct. 19, 2007
By DAVID SCHOETZ


Five good Samaritans disrupted the alleged rape of a 22-year-old Oregon woman, chasing down and tackling the suspect until authorities arrived, police said.

Police in Salem, Ore., responded to a 911 call early Saturday morning from a young woman who reported that she and four friends had just confronted a man who appeared to be raping an unidentified woman along a busy road about three miles from the city's downtown.

When police arrived, they found a bloodied 27-year-old Paul Luedingham being detained by three men and two women, all about 20 years old. They also discovered a woman who already had been raped and physically assaulted by Luedingham.

"It appears to be a complete stranger-to-stranger situation," Lt. Dave Olsda told ABC News, adding that the alleged rape victim, already suffering from a leg injury that required that she use crutches, had been at a local tavern before being accosted on her walk home.

Katie Porter, 20, was among the five young adults traveling in a car that passed the crime scene outside an apartment complex. Both Luedingham's and the woman's pants were pulled down, Porter said. While she initially thought the two might just be "streak lovers," the group became suspicious and collectively decided to tune around for a closer look.



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Bystander Action: On Phone

11

Tape tells how clerk set rescue in motion

By Tom Ichniowski

...the clerk's actions...

Tape tells how rescue triggered

...the clerk's actions...




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Bystander Action: Social Media


12


Courtesy of: Samantha Stendal, 2012



**Samantha Stendal:
A Needed Response**
<https://youtu.be/eZcy5WCWivM>

**Alexandria Goddard:
The Steubenville Rape Case Blogger**





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Scope of Sexual & Relationship Violence

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What are examples of behaviors that are: unreciprocated, unwanted, or coercive?

What are elements of environments that are: intimidating, hostile, or discriminatory?

Low LEVEL OF RECOGNITION High

High FREQUENCY Low

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Rape Culture⁶

* D. Lisak's Rape Culture slide

14

Sexism

Calloused sexual attitudes

Denigration of women

Hyper-masculinity

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Rape Culture

*Adapted from D. Lisak's Rape Culture slide

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Just the Facts: Swartout et al.

16

- More recent research from Swartout et al. (2015)⁷ provides more information on single-act rapists.
- Rapists who perpetrated before college, often did not perpetrate when they got to college.
- Rapists who perpetrated in college, often had not perpetrated previously.
- This potentially points to the influence of the campus environment on perpetrator behavior.

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Facts about Sexual Violence

17

- Rape is an act of violence, sex is the weapon.
- Sexual violence affects everyone.
- Rape can happen to anyone, anywhere at any time.
- Most men don't rape, but the few that do, commit multiple rapes as well as other assault.⁸
- Majority of perpetrators remain undetected in our community - they are not caught.⁹
- Most (73%) of sexual assaults are perpetrated by a non-stranger.¹⁰
- Most people tell the truth about rape. Only 2-10% are false reports. The higher range of this statistic also encompasses cases in which a victim recanted.¹¹

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Facts about Relationship Violence

18

- 1 in 4 women will be a victim of relationship abuse.¹²
- 85% of victims of physical relationship abuse are women.¹³
- Women ages 20-24 are at the greatest risk of nonfatal relationship abuse.¹⁴
- 20-30% of college dating couples experience at least one act of physical aggression.¹⁵
- 70-90% of college dating couples experience psychological aggression.¹⁶

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Consequences of Sexual & Relationship Violence

19

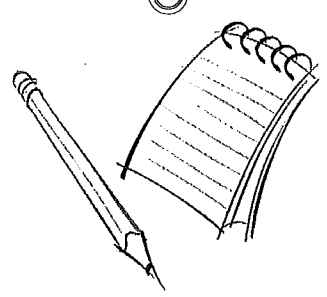
- Many victims develop post-traumatic stress disorder (PTSD).
- Other consequences include fear, suicidal feelings, interference with school and job, disrupted relationships, helplessness, shock and disbelief, guilt, humiliation, self blame, flashbacks, depression, nightmares, insomnia, impaired memory,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

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THE FOUR THINGS EXERCISE

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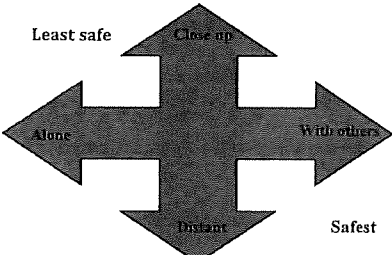


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Decision Making Process

21



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Intervene

22

- “Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that had made it possible for evil to triumph.”
– Haile Selassie
- “The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it.”
– Albert Einstein

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Orientation and Gender

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

1

Goals & Agreements

- › Ensure that CCSU is safe and welcoming to all students, faculty and staff
- › Increase understanding and knowledge
- › Identity opportunities for supportive interventions
- › Respect
 -
 -
 -
- › Ouch/Oops
- › ELMO
- › WAIT
- › 3x5 card during 1st class
- › Others?

Goals

Agreements

2

The Impact of Silence

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

3

The Impact of Being Silenced

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

4

Gender Exists on a Continuum

Gender Identity: Who you know yourself to be

Gender Expression: what the world sees



Sex: Assigned at birth

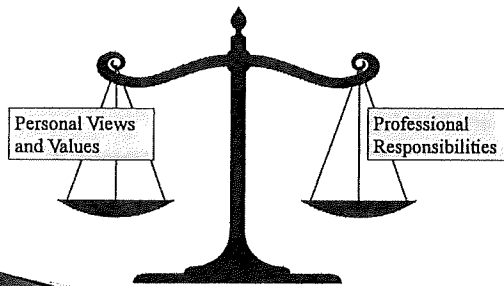
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Orientation exists on a continuum

No desire or Attraction ←————→ Same Gender
←————→ Other Genders

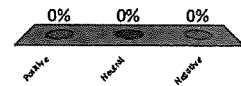
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Views, Values & Responsibilities



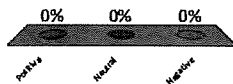
Your Family of Origin's Views (past)

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



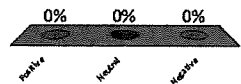
Views and values within your Community of Faith (past)

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



Your personal views (currently)

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



College/University Stressors

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

Prevention & Best Practices

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

**Student Disability Services at
Central Connecticut State
University**

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

Why Accommodations?

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

Laws
IDEA: Individuals with Disabilities Education Act (IDEA)

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

www.idea.org

IDEA 2004
Revisions for students attending postsecondary schools.

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

Americans w/Disabilities Act (ADA) of 1990
College and Universities

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

www.fdotonline.org

The Rehabilitation Act of 1973
College and Universities

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

Section 504 - Rehabilitation Act
Colleges and universities.

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

How do these laws impact us?
College and Universities

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

College vs. High School Differences

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

Definition "disability"
For colleges and Universities

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

ADA's Rules of Construction

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

The LIST!

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

Responsibility on our end
What must colleges and universities do?

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

What can I do to help?
Universal Design

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

U. Of Washington

What can I do?
Continued

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

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

- Contact us.

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



Working to create a world in which youth of all orientations and genders are valued and affirmed

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

860-232-0050

www.ourTrueColors.org

1

Impact of Silence

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

2

True Colors, Inc.

True Colors works to create a world where youth of all sexual orientations and gender identities are valued and affirmed. We challenge all forms of oppression through education, training, advocacy, youth leadership development, mentoring and direct services to youth and those responsible for their well-being.

Our Programs Include:

- Annual LGBTI and Ally Youth Issues Conferences: We produce the largest and most comprehensive LGBTI and ally conferences in the country, bringing thousands of youth and youth serving professionals from across the country together for coding, edge workshops, training, entertainment and activities. True Colors XXIV March 16 & 17, 2018 University of CT, Storrs.
- Youth Leadership Development: These programs include high school and college Gay/Straight Alliances (GSA) summits and forums and other leadership opportunities for youth. In addition, we provide direct advocacy for youth dealing with harassment in school.
- Lesbian, Gay, Bisexual, Transgender Internship (LGBTI) Youth Mentoring: True Colors provides CT's only mentoring program for sexual and gender minority youth with more than 80 youth currently in the program. Mentors of all orientations and genders are needed across the state.
- Professional Consultation and Training: True Colors provides values clarification and skill building training for more than 4,000 youth serving professionals annually.
- Foster parent recruitment (especially for transgenders): We recruit potential foster parents from all over CT specifically to support the needs of transgenders in out-of-home care.
- The Safe Harbor Project: This very active (joint True Colors and DCF) program focuses on policy and procedures for LGBTI youth in foster care, group homes, shelters and detention.

3

Risk Factors

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

4

Workshop Goals

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

5

Some Statistics

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

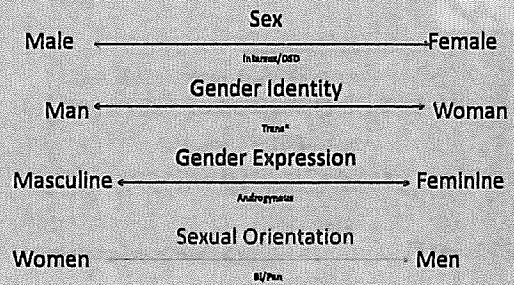
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Department of Justice

- <https://www.justice.gov/crs/resource-center/multimedia/training-videos>
- <https://www.justice.gov/crs/video/law-enforcement-and-transgender-community-crs-roll-call-training-video>
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7

Identity Exists on a Continuum



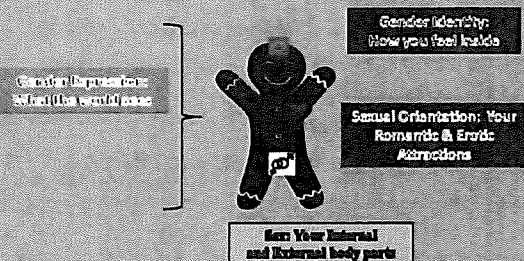
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So What's an Officer to do?

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

8

Gender Bread Person



9



Working to create a world in which youth of all orientations and genders are valued and affirmed

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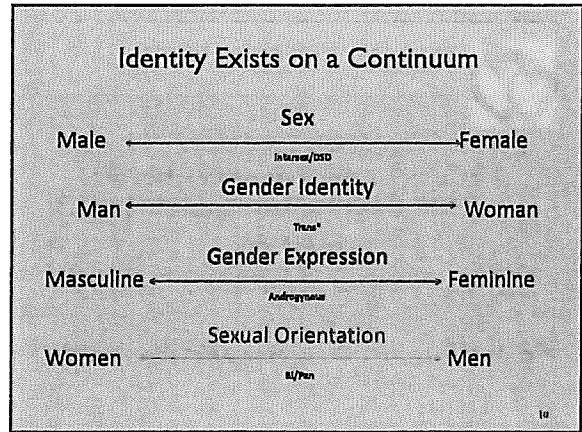
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So What's an Officer to do?

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

Gender Bread Person

Gender Expression: What (the world) sees

Gender Identity: How you feel inside

Sexual Orientation: Your Romantic & Erotic Attraction

Sex: Your Internal and External body parts

Discussing Diversity in the Workplace

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

Objectives

Participants will:

- Engage in self-reflective, interpersonal and group activities to enhance proficiency of discussing race, and gender in the workplace
- Gain an understanding of the roles they play in perpetrating and/or ending racism, and sexism in their workplace
- Learn strategies to engage in polarizing and challenging conversations around race, racism, sexism, and privilege
- Learn about the roles and responsibilities as a CCSU employee

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

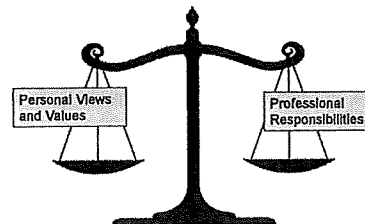
Stand Ups

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

Ground Rules

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

Responsibilities, Views and Values



CCSU Nondiscrimination Policy

Harassment and discrimination are prohibited based on:

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

Hostile Environment

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

A one time incident can be seen as severe.

Title IX is a...

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

Examples of Harassing Behavior

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

Discrimination Differential/Disparate Treatment

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

Discrimination Disparate Impact

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

Courageous Conversations

Forced choice & *I hear you* Activity

Bootstrap Philosophy

If you work hard enough, anyone, regardless of race, gender or other identity CAN ACHIEVE their goals (academic, professional, and personal)

Even when people work hard their gender and/or race CAN AFFECT their goals and success.

Middle Eastern Refugees

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

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

Affirmative Action

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

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

Undocumented students receiving federal financial aid

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

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

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

#BlackLivesMatter

#AllLivesMatter

Should White nationalists groups have the right to assemble on colleges and universities:

YES \longleftrightarrow NO

Maintaining your Bottom Line

What impact do racial and gender biases have on you, CCSU and/or the organizations with which you participate?

- How about on productivity and delivery of services?

What do you do when you see these things happening in your work place, classroom or campus? What is your role in these instances?

- Whose responsibility is it to address bias in the workplace, classroom or campus?

Helpful Tips for Cross-cultural Dialogues

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

Conclusion

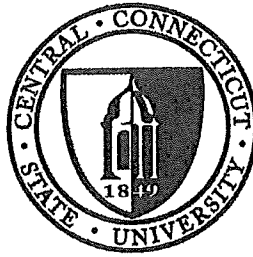
- Parking lot review
- Questions?

Thank you.

CCSU is an equal opportunity employer and educator.

Helpful Tips for Cross-cultural Dialogues

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



Central Connecticut State University

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

Agenda

Present:

- | | |
|---------------------------------------|---|
| 1. Welcome & Introductions | Rosa Rodríguez, Diversity and Equity |
| 2. CHRO – Employer Legal Requirements | Michael Roberts, Human Rights Attorney |
| 3. Best Practices | Robin McHaelen, Executive Director of True Colors |
| 4. Question and follow-up | All |

Gender Identity and Expression Terminology

Gender identity or expression — Connecticut General Statutes § 46a-51 defines “gender identity or expression” as a person’s gender-related identity, appearance, or behavior, whether or not that identity, appearance, or behavior differs from that traditionally associated with the person’s physiology or sex assigned at birth. Someone’s gender identity may be expressed or shown in many ways, including, but not limited to:

- Medical history, care, or treatment;
- Consistent and uniform assertion; or
- Any other evidence that the gender identity is sincerely held and part of a person’s core identity.

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

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

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

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

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

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

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

2017-2018 Events
August 2017- July 2018

Date	Department	Type	Name of Event	Description of Event
9/12/2017	The Student Union Board of Governors Mosaic Committee	Reception	Wishing You A Sweet New Year	The CCSU Hillel Chapter invites new student members and leaders to celebrate the upcoming Jewish New Year.
9/14/2017	Carrying Humanity as New Generations Emerge (CHANGE)	Rally	C.H.A.N.G.E. Immigration Rally	CHANGE invites the CCSU and surrounding communities to participate in a rally in support of the immigrant population and their families at the university and around the country.
9/27/2017	The Office of Diversity & Equity/ Division of Student Affairs/ Sociology Department/ Women's Center/ Residence Life/ Victim Advocacy/ Student Wellness Services/ Administrative Affairs/ Athletics/ Department of Psychological Sciences/ Criminology Department	Panel Discussion	Real Conversations: Why We Say Something	A conversation with CCSU activists working to end relationship violence.
10/9/2017	Latin American, Latino and Caribbean Center/ Latin American Student Association/ COLADA/ CHANGE/ Lambda Alpha Tau	Photo Campaign	LATIN WEEK: #LatinosAre: Who Are Latinos to You?	A photo campaign challenging negative stereotypes.
10/10/2017	Latin American, Latino and Caribbean Center/ Latin American Student Association/ COLADA/ CHANGE/ Lambda Alpha Tau	Group Activity	LATIN WEEK: Coming To America	A game that shows you the decisions an immigrant family must take.
10/11/2017	Latin American, Latino and Caribbean Center/ Latin American Student Association/ COLADA/ CHANGE/ Lambda Alpha Tau	Carnival	LATIN WEEK: C.O.L.A.D.A.'s Cultural Carnival	This carnival features music, activities, giveaways and performances.
10/12/2017	Latin American, Latino and Caribbean Center/ Latin American Student Association/ COLADA/ CHANGE/ Lambda Alpha Tau	Book Opening Event	LATIN WEEK: "Who Are You? I Am Soy"	Featuring Adeline Yllanes in collaboration with street artists Mercury and BAMN.
10/13/2017	Latin American, Latino and Caribbean Center/ Latin American Student Association/ COLADA/ CHANGE/ Lambda Alpha Tau	Panel Discussion	LATIN WEEK: Are You Latino Enough?	A panel discussion on the issue of identity in the Latinx community with Dr. Heather Rodriguez.

2017-2018 Events
August 2017- July 2018

10/13/2017	The Office of Diversity & Equity/ Division of Student Affairs/ The Office of Institutional Advancement/ The LGBT Center	Lecture	Creating An Inclusive Community: Rainbow Breakfast	Keynote Speaker: Richard S. Spada, B.S.Ed., MA
10/17/2017	The Women's Center	Luncheon	Our Voices in Social Change, Nuestras Voces en Cambios Sociales	CCSU Women of Color Luncheon with Lorella Praeli
10/18/2017	Diversity and Equity/ The Latin American, Latino, and Caribbean Center/ Student Affairs/ Administrative Affairs/ The Gov. William O'Neill Endowed Chair/ CCSU Confucius Institute	Lecture	Living Her Dream	A conversation with Lorella Praeli a dreamer, activist and national advocate for immigrants' rights.
10/24/2017	CCSU Student Union Board of Governors Mosaic Committee	Lecture	Stay Woke: To Bear Arms! "A right or a responsibility?"	Moderated by Dr. Matthew Warshauer.
10/24/2017	Student Government Organization/ The Women's Center	Celebration	Women's Friendship Celebration	Celebrate the power of friendship! Bring your best friend for an evening of fun and appreciation.
10/26/2017	The Women's Center	Lecture	Telling Her Story	Dr. Heather Rodriguez tells her story about her academic journey.
10/26/2017	Central Connecticut State University	Lecture	Campaign Reform in Connecticut	Keynote Speaker: Jodi Rell, Governor of CT (2004-2011)
11/1/2017	The Women's Center	Lecture	Addressing the Needs of Latinos: Media's Representation or The Lack of Representation of the Latino Community	100 Most Influential Hispanics in The U.S.: Diane Alverio. Ms. Alverio has published articles in local and national publications and has been quoted as an analyst on media issues in such newspapers at the New York Times, Washington Post and USA Today.
11/8/2017	CCSU History Department/ Latino and Puerto Rican Studies	Lecture	Puerto Rico: An Interdisciplinary Discussion about the Past and Future of this American Territory	Join the Organization of American Historians' Distinguished Historian Dr. Lorrin Thomas (Rutger's University) to learn about Puerto Rico's long history as part of the United States and join in an interdisciplinary conversation with CCSU faculty about the island's future.

2017-2018 Events
August 2017- July 2018

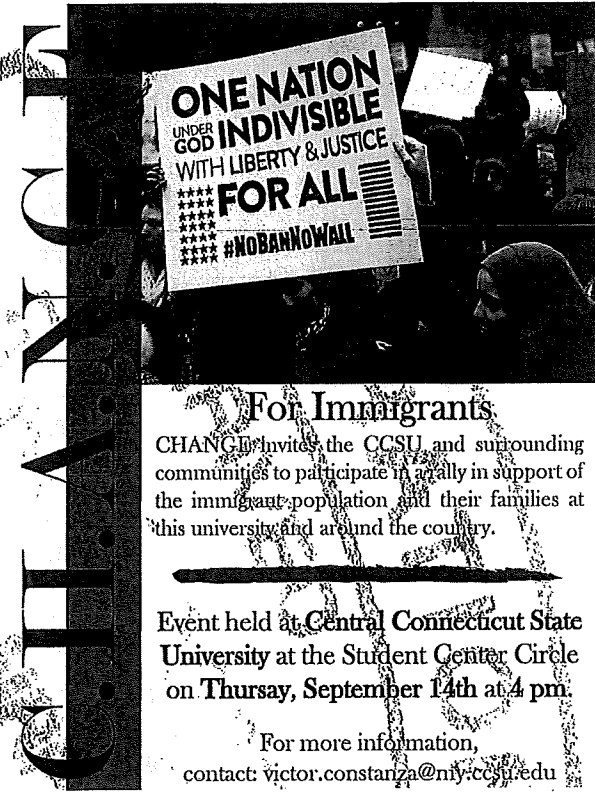
11/10/2017 and 11/17/2017	The Women's Center	Salary Negotiation Workshop	Earn More Money	Workshop in which students are able to identify steps to increase their pay, learn what skills employers are willing to pay for, and learn how to request/negotiate for extra benefits.
11/16/2017	HEALTHYfellows/ Man Enough Initiative and the Center for Africana Studies	Lecture	Men of Color and Incarceration: School to Prison Pipeline	International Men's Day and CCSU Men's Week Event
11/17/2017	The Veteran's History Project/ O'Neill Endowed Chair/ The Burritt Library	Exhibit and Lecture	Cross-Cultural Courage: Connecticut's Response to WWI	This event includes a World War I Exhibit and presentations from Dr. Carl Antonucci & Kenneth DiMaggio, M.B. Biskupski & Renata Vickrey, and Christine Pittsley.
11/20/2017	Man Enough Support Initiative/ Student Wellness Services	Lecture	The Mental Health of College Men	Join us for a candid discussion about the mental health of college men. This presentation was created for men and those who care about them. Presenter: Jonathan Pohl, Student Wellness Services, Coordinator of Wellness Education
11/27/2017- 12/1/2017	The Women's Center	Clothing Drive	Sweatpants Drive	Help the Women's center support victims and survivors of sexual assault. Donate to the cause.
11/30/2017	The Women's Center	Lecture	Telling Her Story	Dr. Charisse Levchak shares her story about her academic journey.
Spring 2018	The Women's Center	Campaign	# I Love How I Look	This campaign works in promoting self-love and acceptance of who we are as individuals.
1/19/2018	The Office of Diversity & Equity	Celebration	Dr. Martin Luther King Jr. Breakfast	Keynote Speakers: Bishop John L. Selders, Jr. CLS, D.D. and Rev. Dr. Shelley D. Best
1/31/2018	Administrative Affairs/ Office of Diversity & Equity/ Modern Languages Department/ Confucius Center/ CCSU EOP Program/ Center for Africana Studies/ Latin American, Latino, and Caribbean Center/ Center for Public Policy & Social Research	Lecture	Cuba's International Literacy Campaign For Human Liberation	Meet Cuban Literacy Teacher - Griselda Aguilera Cabrera, The 7 yr. old teacher in Cuba's 1961 Revolutionary Literacy Campaign

2017-2018 Events
August 2017- July 2018

2/12/2018	CCSU Confucius Center	Celebration	Chinese New Year Celebration	Chinese New Year: year of the dog. Join us and enjoy a Chinese New Year dinner and performances.
2/22/2018	The Women's Center	Lecture	Telling Her Story	Featuring: CCSU Professor of English, Aimee Pozorski
2/22/2018	The Women's Center	Recreational	Women's Night In	A night full of dancing, confidence, empowerment and excitement.
2/23/2018	The Women's Center	Workshop	Elect Her	A workshop that motivates and equips women on campus to run for office.
2/27/2018	Center for Africana Studies	Lecture	15th annual Amistad Lecture "The Interconnections between the Amistad and Creole Revolts"	Lecture by Jeffery R. Kerr-Ritchie
3/1/2018	The Women's Center	Theatrical Presentation	The Vagina Monologues	In recognition of V-Day. V-Day is a global activist movement to stop violence against women and girls.
3/1/2018	Office of Administrative Affairs/ School of Engineering, Science, and Technology/ Office of Diversity & Equity/ Center for Public Policy and Social Research/ Office of the Provost/ Academic Affairs/ College of Liberal Arts and Social Sciences/ Department of Modern Languages/ Department of Anthropology/ Department of Mathematical Sciences/ Benjamin Banneker Association/ Center for Africana Studies/ ALAADS Archaeology Laboratory	Conference	Twenty-fourth Annual Center for Africana Studies Conference- Trauma and Healing of African Peoples: Moving Forward in the Twenty-first Century	Keynote Speakers: Dr. Felton Best, Dr. Souleymane Coulibaly, Dr. Lou Matthews. Lived Experiences of Trauma: David Reyes, Carlos Stakemann, Henry Brown, Dr. Evadne Ngazimbi
3/7/2018	The Women's Center/ The Latina Leadership and Personal Development Group	Lecture	Latina Talks: Encuentro De Mujeres, Entre Nosotras	Keynote: Dr. Leslie Torres-Rodriguez, Hartford's Latina Superintendent of Schools
3/5/2018-4/30/2018	Office of Victim Advocacy	Support Group	Stronger Together: A Support Group for Survivors of Sexual Violence	A five week series that explored self care and care for those around them. Learning various healthy coping skills, meditation, and relaxation techniques.

2017-2018 Events
August 2017- July 2018

4/10/2018	The Women's Center		Take Back the Night: Keynote Speaker Donna Palomba	Take Back the Night is an international event and non-profit organization with the mission of ending sexual, relationship, and domestic violence in all forms. Hundreds of event are held in over 30 countries annually.
4/12/2018	The Office of the President	Symposium	A Symposium For: The Center for Africana Studies, The Center for International Education, Latino and Puerto Rican Studies, The Latin American, Latino and Caribbean Center (LALCC), Latin American Studies, Department of Modern Languages	With your attendance and participation we hope to gather information that will be useful in developing a strategic mission, and constructing programming that will increase community engagement, international education opportunities, and cross-curricular collaborations.
4/12/2018 and 4/29/2018	Central Connecticut State University	Community Engagement	Preserving Local Latino History	A history harvest is a community's opportunity to define and preserve its own history.
4/13/2018	The Women's Center	Workshop	Salary Negotiation Workshop	Learn how to request/negotiate benefits, ask for a raise, what skills are willing to pay for, and identity steps to increase your pay.
4/19/2018	The Women's Center	Lecture	Telling Her Story	Keynote Speaker: Dr. Beth Merenstein, Professor of Sociology at CCSU.
4/24/2018	The Women's Center	Public Health event	Free HIV & Hepatitis C Testing	

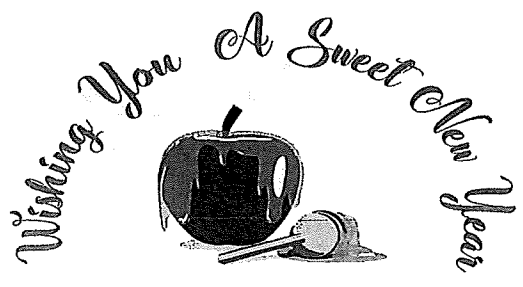


For Immigrants

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

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

For more information, contact: victor.constanza@ny.ccsu.edu



The Student Union Board of Governors Mosaic Committee Invites the

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

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

The CCSU Hillel Chapter invites new student members and leaders.

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

This event is free and open to the CCSU Community CCSU is an equal opportunity employer/ educator

CENTRAL CONNECTICUT STATE UNIVERSITY PRESENTS

REAL STORIES CONVERSATIONS TRUTH

Why We Say Something

A Conversation with CCSU Activists Working to End Relationship Violence

Wednesday, September 27, 2017

Alumni Hall • 4:30 to 6:00 pm • Reception to Follow



Sarah Dodd, Moderator
Victim Advocacy and
Violence Prevention Specialist
CCSU Office of Victim Advocacy



Charisse Leveck
Assistant Professor in Sociology



Stephanie Guerrero
Residence Hall Director
Residence Life



David Perez
CCSU student studying in Sociology
RA & Student Union Organizer



Irene Bonilla
Thesis Advisor
Academic Center for
Student Advisors



William Pottegill
Assistant Counselor
Specialist: Wellness Services
Coordinator of CCSU Men's Tough Enough Initiative

Special thanks to our sponsors and community partners:

- Office of Diversity & Equity
- Division of Student Affairs
- Sociology Department
- Women's Center
- Residence Life
- Victim Advocacy Services
- Student Wellness Services
- Administrative Affairs
- Athletics
- Department of Psychological Sciences
- Chalmers Department

CCSU IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER

Latin Week

LACC ~~THIS IS~~ CHANGE LAT

Monday 10/9

~~THIS IS~~ #LatinosAre

<p>What: MONDAY October 9 5PM</p>	<p>What: LASO Meeting 5PM-6PM Student Center 1st Floor</p>
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Who are Latinos to you?
Write what you think
We'll take your pictures
A photo campaign challenging negative stereotypes

Tuesday 10/10

~~THIS IS~~ CHANGE

Coming To America

Walk a thousand miles in someone else's shoes.

A game that shows you the decisions an immigrant family must make.

Would you come to America?

<p>What: Tuesday October, 10th 5pm-6:30pm</p>	<p>What: Carlton Room (Student Center 1st Floor)</p>
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Wednesday 10/11

C.O.L.A.D.A.'s Cultural Carnival

October 11, 2017
Student Center Plaza
11-5pm

Thursday 10/12

WHO ARE YOU?

A fun evening from 6-10pm
OCTOBER 12
CCSU Student Center
6-10pm

What: Meet with a panel of experts to discuss the role of the Latino community in the future of the United States.

Friday 10/13

Are you L@tino Enough?

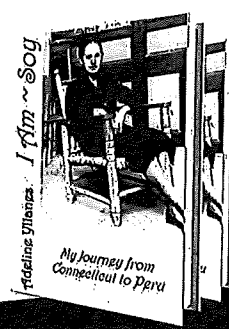
A panel discussion on the issue of identity in the Latinx community, with:

<p>What: Friday October, 13 3pm-4:30pm</p>	<p>What: Founders Hall (in Davidson Hall)</p>
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Panelists: Ruth Lopez, Alex Martinez, Lisa Rodriguez, Adriaan van der Vliet, Jessica Hernandez, and a panel of experts from the LASO and COLADA Latino Program.

WHO ARE YOU?
I AM SOY
 Book Opening Event

OCTOBER 12
5:00PM - 7:00PM
 Davidson Hall - Founders
 Central CT State University



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

In collaboration with street artists
MERCURY & **BAMN**

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

Quarters Porque Queremos- We will be gathering a donation (quarters) to send to GlobalGiving for the relief of Caribbean Hurricane Maria & Irma Relief Fund.

Special Appearances by various spoken word artists and musical guests

LAO LASO

LGBTQ PRIDE AT CCSU
 Creating An Inclusive Community



Rainbow
BREAKFAST

Friday, October 13, 2017 ♥ 9:30 - 11:00AM
 Alumni Hall, Student Center

RSVP Required: Email Nick D'Agostino at Nicholas.Dogostino@ccsu.edu

Keynote:
 Richard S. Spada, B.S.Ed., MA
 Coming Out Stories
 Rainbow Awards

Sponsored by:
 Diversity and Equity
 Student Affairs
 Institutional Advancement
 LGBT Center



KEYNOTE SPEAKER

Richard S. Spada
 is a Sr. Global Manager for Diversity and Inclusion at Novartis Pharmaceutical Corporation. He is based in East Hartford, CT, working to support the growth of an inclusive culture in an organization which spans 100 countries and has over 100,000 employees around the globe. Spada focuses his efforts on creating a culture of change through the creation of inclusion groups and tools.

Richard has authored two leading-edge publications in Diversity: *Creating an Inclusive Workplace* by AIG and *A Guide for LGBT Employees at Work* and *Coming Out: Workplace* by AIG. A former member of LGBT Employee Resource Groups in 2014, he supported the launch of the *Guide to Gender Inclusion* with Executive Team. Richard is a frequent speaker at national and international conferences and is a sought-after thought leader for his work in diversity, inclusion and leadership development throughout his organization.

He is happily married to his partner of 31 years, Bob Chisler, with whom they have two beloved English, Irish and Corgi.

RAINBOW AWARD RECIPIENTS

Professor Mary Collins
 CCSU Engineering

Professor Katherine Norman
 CCSU History Department

Ms. Nichol McCarter
 CCSU Student

Mr. Richard Spada
 CCSU Alumnae

Traci Olson, Inc.
 CCSU Community Partner

CCSU is an Equal Opportunity Institution and Employer

CCSU Women Of Color Luncheon

Our Voices
 In Social Change

Nuestras Voces
 en Cambios Sociales

Presented by ... Central Connecticut State University
 When ... Tuesday, October 17, 2017 @ 12:15 to 1:30 pm
 Where ... CCSU Memorial Hall - Constitution Room
 Sponsors ... Women's Center, Diversity and Equity, Committee on the Concerns of Women
 RSVP ... Jacqueline Cabbina-Bolvin at 860.832.1655
www.ccsu.edu/womenofcolor

CCSU is an Equal Opportunity Institution and Employer



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

presented by ... Central Connecticut State University
 when ... Wednesday, October 18, 2017 @ 10:50 am
 where ... CCSU Memorial Hall - Constitution Room
 sponsors ... The Latin American, Latino, and Caribbean Center; Student Affairs; Diversity And Equity; Administrative Affairs; The Gov. William O'Neill Endowed Chair; CCSU Confucius Institute



CCSU is an equal opportunity education and employer

Central Connecticut State University Presents



Lorella Praeli

ACLU DIRECTOR OF IMMIGRATION POLICY AND CAMPAIGNS

Living her DREAM

A Conversation with Lorella Praeli

A Dreamer, Activist, and National Advocate for Immigrants' Rights

Wednesday, October 18, 2017

10:50 am - Noon

Reception to Follow
Constitution Room, Memorial Hall

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

CCSU is an Equal Opportunity Educator and Employer

THE RUTHE BOYEY WOMEN'S CENTER
AND THE CCSU STUDENT GOVERNMENT PRESENTS:

Women's FRIENDSHIP CELEBRATION

October 24, 2017

7:00-9:30 pm

Alumni Hall in the Student Center

Celebrate the Power of friendship!

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

For more info please contact
Jason or Sawera at (860)-832-1655

There will be caricature artists, pottery painting, music, photo booths, and more!

Equal Opportunity Employer/Educator

Jacqueline Cochran-Robin
(860)-832-1655
cochran-robin@ccsu.edu

Olga Torres-Frillo
(860)-832-1655
olga.torres@ccsu.edu

Oygi Odion-Pollock
(860)-832-1655
odionpollock@ccsu.edu

Student Government Association
Student Center 2nd Floor
Rutha Boyea Women's Center
Student Center Room 215



STAY WOKE

TO BEAR ARMS! "A RIGHT OR A RESPONSIBILITY?"

October 27th, 11/30/17 10:00am
Rutgers Study Lounge, Memorial Hall

Hosted by the Rutger Students





100 MOST INFLUENTIAL HISPANICS IN THE U.S.

DIANE ALVERIO

Addressing the Needs of Latinos: Media's Representation or The Lack of Representation of the Latino Community

WEDNESDAY
November 1, 2017
2:00 PM - 4:00 PM
SPRAGUE ROOM
STUDENT CENTER

Diane Alverio is a nationally known media specialist. She has published articles in local and national publications and has been quoted as an analyst on media issues in such newspapers as the New York Times, Washington Post and USA Today. Ms. Alverio's background includes a decade as news reporter for the local CBS affiliate in Hartford, CT. She has also held positions as producer of a national PBS magazine program for teens, visiting member of the Editorial Board of the Harvard Courant, and Vice President and General Manager of WATV-TV. She has served as the President of the Board of Directors of the National Association of Hispanic Journalists, a Washington, D.C. based journalist organization. She also has co-authored seven studies on network news programs in the U.S. for the National Association of Hispanic Journalists and NCLR. A former journalist, she has worked as a writer, producer and on-air reporter with national and local news outlets. She is the author of "Beyond the Struggle," a resource on marketing and public relations.

Sponsors: Ruthie Boyce Women's Center, Latin Leadership and Career Development Center, Student Wellness Services, Connecticut Branch, Latin America, Latina, and Caribbean Center, Latino and Puerto Rican Studies Program

For more information, contact
 Olga Peña 860-432-1655
 Daniela 860-432-1655
 or Jacqueline Cobbin-Bobin 860-432-1655
 Equal Opportunity Employer/ Educator

SALARY NEGOTIATION WORKSHOPS



Attend an AAUW StartSmart salary negotiation workshop for college students.

Central Connecticut State University Ruthie Boyce Women's Center presents...

AAUW
STARTSMART
 Salary Negotiation for Students

Registration Form
<https://form.jotform.com/70365413329959>

Start Smart workshops are specifically designed for college students about to enter the job market. According to AAUW's research, women one year out of college are paid only 82 percent of what their male counterparts receive. By using the skills taught in this workshop, you are prepared to...

- Negotiate your starting salary and narrow the gap early
- Improve your lifelong earning potential
- Articulate your value
- Build confidence in your negotiation style
- Sharpen your budgeting skills

*Space is limited to 40 students per session.

Training Dates (Please select one date):

Friday, November 10, 2017	9am-12pm	CCSU Social Science Building Room 208
Friday, November 17, 2017	1pm-4pm	CCSU Vucobo Academic Building Room 206

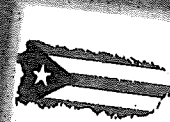


For more information contact Jacqueline Cobbin-Bobin, Cobbin-Bobin@ccsu.edu, Onyinye Okoboro-Follett, okoboropete@ccsu.edu, or Desirée Stachhouse, d.stachhouse@my.ccsu.edu at the CCSU Ruthie Boyce Women's Center - (860) 832-1655, Student Center Room 216.

Latino and Puerto Rican Studies presents:

Puerto Rico:

An Interdisciplinary Discussion about the Past and Future of this American Territory



Join OAH Director and Professor of Latino Studies (Rutgers University) to learn about Puerto Rico's long history as part of the United States and join in an interdisciplinary conversation with CCSU faculty about the island's future.

WEDNESDAY, NOVEMBER 8, 1:30PM-3PM
MARCUS WHITE LIVING ROOM, CCSU

Dr. Thomas's research explores class, race, and equality in the twentieth century Americas. Her award-winning first book, *Puerto Rican Citizens: History and Political Identity in the Twentieth Century* (New York University Press) traces the complex meanings of citizenship for Puerto Ricans in the United States. Professor Thomas's new book projects a study of the politics of human rights around the Americas in the wake of the social and political movements of the 1960s. Professor Thomas teaches a range of courses on Latin American history and the history of the Americas, including survey courses on Latin America and the Caribbean, and seminars on U.S. and Latin American relations, and race and ethnicity in the Americas.

Followed by an interdisciplinary discussion by CCSU faculty:

- Dr. Abigail Adams (Anthropology)
- Dr. Walter Dromms (Political Science)
- Dr. Charles Patton (Geography)
- Dr. Carlos Rodríguez Cordero (Economics)
- Dr. Reinaldo Rojas (Social Work)

Co-Sponsored by the American Studies Program

For more information contact: Patsy Leah Gilster, CCSU History Department at p.gilster@ccsu.edu

Men of Color and Incarceration: School to Prison Pipeline Discussion

November 16

5:30pm - 7:30pm

Marcus White, Room 008

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

Sponsored by the HEALTHYfellows / Man Enough Support Initiative and the Center for African Studies

Contact person: Nate Pendergrass, 860-832-2816

Event Open to the public. Refreshments will be served.

Burritt Library Blog

NEWS

**CROSS-CULTURE COURAGE:
CONNECTICUT'S RESPONSE TO WW I**

NOVEMBER 8, 2017 | RENATA

Please join us for presentations and opening reception

World War I Exhibit

Friday, November 17, 2017

from 4:30 – 6:30 pm

in the Elihu Burritt Library, 1st floor

PRESENTATIONS AND TOPICS

"To Fight for Italy, to Fight for America: For Italians In Connecticut, It was a Fight for Liberty."

Presenters: Dr. Carl Antonucci & Kenneth DiMaggio

"Polish Americans In Connecticut in World War I"

Dr. M.B. Biskupski & Renata Vickrey

"Connecticut In World War I"

Christina Pittsley, Project Director

The Mental Health of College Men

November 20

5:00pm

Campus Tour Center, Memorial Hall

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

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

For more information see flyer and/or contact William Fothergill.

BREAKING THE SILENCE

THE CRISIS AFFECTING MEN

The MENTAL Health of College Men

Join us for a candid discussion about the mental health of college men. This presentation was created for men and those who care about us.

5 FACTS ABOUT THE MENTAL HEALTH OF COLLEGE MEN


- Over 6 million men suffer from depression each year.
- 17 million American men ages 18 to 34 have an anxiety disorder. 3,600,000 men have a phobic disorder, OCD, PTSD, or any other phobia.
- Men are less likely to seek or receive help than women are.
- Nearly 90 percent of people who are diagnosed with bipolar disorder are men.
- Men commit suicide yearly 4 times the rate of females and represent 37.5% of all suicides.
- Men are less likely to seek mental health help and support than women.

Presenter: Dr. Jonathan Pohl, Student Wellness Services, Coordinator of Wellness Education

An International Men's Day & CCSU Men's Week Event

Monday, November 20, 2017
(5:00 – 7:00 pm)

Campus Tour Center
(formerly Nutmeg Room)
Memorial Hall
Event Open to the public




Contact person: William Fothergill (409) 832-1633

Botha Bruce Winner's Center Presents

Telling HerStory

Thursday
November 16, 2017
12:15 pm - 1:15 pm


Botha Bruce Winner's Center Lounge
Student Center Room 100



Dr. Charisse Levchak

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

CENTRAL CONNECTICUT STATE UNIVERSITY
RACIAL JUSTICE • COURAGE • COMPASSION • EQUALITY



MLK



UNCONDITIONAL LOVE • DIGNITY • SERVICE • NON-VIOLENCE

BREAKFAST

**Justice denied
anywhere
diminishes justice
everywhere...**

—Dr. Martin Luther King, Jr.

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

Featured guests
Bishop John L. Selbers, Jr. CLS, D.D.
Rev. Shelley D. Best, M.A., M.Div., D.Min.

CUBA'S International Literacy Campaign For Human Liberation

Join us,

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

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

Only 7 years old, Griselda volunteered to help make literacy universal in Cuba.
"I taught literacy to a 58-year old man, Carlos Perez Isla, who was a street cleaner and totally illiterate. This experience was seared into me with such force that it defined my future. From that moment, I decided to dedicate my life to teaching."

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

Sponsored by

CCSU Administrative Affairs Office	CCSU EOP Program
CCSU Office of Diversity and Equity	CCSU Center for Africana Studies
CCSU Modern Language Department	CCSU Latin American, Latino, and Caribbean Center
CCSU Confucius Center	CCSU Center for Public Policy & Social Research

CCSU presents

CHINESE NEW YEAR CELEBRATION

2018 庆新春活动

MONDAY FEB. 12, 2018



狗

YEAR OF THE DOG

狗年大吉

PERFORMANCES FREE & OPEN TO PUBLIC

CHINESE NEW YEAR DINNER 4:30-6:00 PM HILLTOP CAFE
(Must purchase with student meal plan or \$10 per person)

CHINESE NEW YEAR PERFORMANCES
6:30-8:00 PM TORP THEATRE, DAVIDSON HALL

WOMEN'S NIGHT IN

This is a night of Fun, Confidence, Empowerment & Excitement!

BELLY DANCING
9PM-10PM



DANCING
8PM-9PM



YOGA 7PM-8PM



Ladies, you don't want to miss this event! This will be a night to remember!


THURSDAY
February 22, 2018
STUDENT CENTER
BELLIN A&B 7-10PM

For more information contact:
 Jacqueline Coburn-Brown at 860-832-1533
 Gabriela Brown-Stones 860-832-1533
 Michelle Ojeda Fritsch at 860-832-1533
 Ruth Boyce Women's Center, Student Center Room 215

Equal Opportunity Employer/Minority
We are an equal opportunity community.
This event is being held at a handicap accessible location.

Ruth Boyce Women's Center Presents

Telling HerStory



Thursday
February 22nd, 2018
12:15 pm - 1:15 pm
Ruth Boyce Women's Center Lounge
Student Center Room 215

Aimee Pozorski

Aimee Pozorski is Professor of English and Director of English Graduate Studies at CCSU, where she teaches contemporary American literature and trauma theory. She is author of *Roth and Trauma: The Problem of History in the Later Works* (Continuum 2011); *Falling After 9/11: Crisis in American Art and Literature* (Bloomsbury 2014); and has edited or co edited five volumes of scholarship dedicated to the work of Philip Roth. She is currently completing a manuscript entitled *AIDS-Trauma and Politics*, a book project under contract with Lexington Press.

Equal Opportunity Employer/Minority
We are an equal opportunity community.
This event is being held at a handicap accessible location.

You are Cordially Invited to the

15th ANNUAL AMISTAD LECTURE

"The Interconnections between the Amistad & Creole Revolts"

Dr. Jeffrey R. Kerr-Ritchie
Professor of History, Howard University, Washington, DC

Tuesday, Feb. 27, 2018
4:30 p.m. – 7:00 p.m.

Alumni Hall, Student Center
Central Connecticut State University
New Britain, CT

Organizer: AMISTAD Committee - Center for Africana Studies,
Central Connecticut State University

For more information, please contact Dr. Clusequin Sepulveda at 609-832-2131 or Dr. Clara Emegwali at 609-832-2815

Twenty-fourth Annual Center for Africana Studies Conference

**Trauma and Healing of African Peoples:
Moving Forward in the Twenty-first Century**

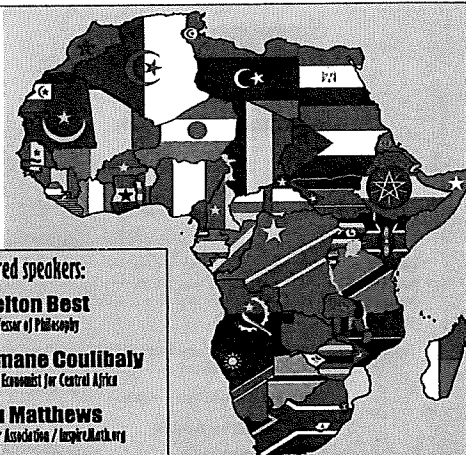
Thursday, March 1 – 3:00 pm to 8:00 pm
Constitution Room, Memorial Hall
Central Connecticut State University

Conference is free & open to the public

Center for Africana Studies

Buffet dinner provided

Classes welcome



Featured speakers:

Dr. Felton Best
CSU Professor of Philosophy

Dr. Souleymane Coulibaly
World Bank Lead Economist for Central Africa

Dr. Lou Matthews
Benjamin Banneker Association / InspireArchiv.org

**Student/Community Panel:
The Lived Experiences of Trauma**

David Reyes, CCSU Alumnus
Carles Stokozema, CCSU Student
Rev. Henry Brown, Mothers United Against Violence
Queen Ann Nziogo Center
Dr. Eyadue Ngizimbi, CCSU Faculty

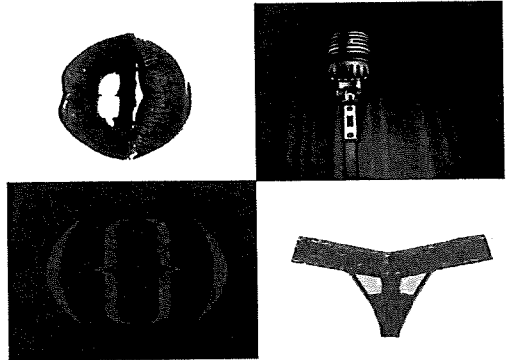
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Office of Administrative Affairs
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Department of Modern Languages
Department of Anthropology
Department of Mathematical Sciences
Benjamin Banneker Association
Center for Africana Studies
AAAFS Archaeology Laboratory

THE RUTHE BOYEWA WOMEN'S CENTER PRESENTS

THE VAGINA MONOLOGUES



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

The award-winning play is based on V-Day Founder/playwright Eve Ensler's interviews with more than 200 women. With humor and grace, the piece celebrates women's sexuality and strength. V-Day is a global movement to end violence against women and girls that raises funds and awareness through benefit productions of Eve Ensler's award-winning play *The Vagina Monologues* and other artistic works.

***NO TICKETS NEEDED**
Monetary donations will be accepted to support violence against women's issues and the Prudence Crandall Domestic Violence Program of New Britain, CT. Open to public.

For more information, contact Jacqueline Cobblino-Bolvin or Sorena Chemtovich of the Ruthe Boyewa Women's Center, 860-832-1655. Student Center Room 215. Equal Opportunity Employer/Educator.

CCSU Ruthe Boyewa Women's Center

Find us on Facebook

LATINA TALKS

ENCUENTRO DE MUJERES, ENTRE NOSOTRAS

AN EVENT BY THE LATINA LEADERSHIP AND PERSONAL DEVELOPMENT GROUP

FEATURING: **DR. LESLIE TORRES-RODRIGUEZ**



HARTFORD'S LATINA SUPERINTENDENT OF SCHOOLS

FOR MORE INFO, CONTACT DEMESIS NEGRON-FIGUEROA, DIARIS LOZA, OR OLGA PRIMO AT THE CCSU RUTHE BOYEWA WOMEN'S CENTER, STUDENT CENTER, ROOM 215

GLADYS MORENO PUENTES, (860) 832-1946
COUNSELING & WELLNESS SERVICES
CENTRAL CONNECTICUT STATE UNIVERSITY

DATE: WEDNESDAY, MARCH 7, 2018
TIME: 3:00 PM
PLACE: SPRAGUE ROOM, CCSU STUDENT CENTER



YWCA New Britain Sexual Assault Crisis Service and the
CCSU Office of Victim Advocacy present:

*Stronger Together:
A support group for
survivors of
sexual violence.*

Join us for a five week series that will explore how we can best care for ourselves and for others around us. We'll be learning various healthy coping skills, as well as meditation and relaxation techniques. Each session will include a different activity such as craft night or therapy dogs.

Space is limited! Please RSVP to a confidential YWCA advocate:
Jessica at 860-225-4681 X266 or Amanda 860-215-8179

Mondays from 4:30pm - 6:30pm

March 5 - April 30

Marcus White Living Room

Safe, free, and confidential.



Office of Victim Advocacy
9th and 10th floors
860-832-3791 • Conell Hall, 248

eliminating racism
empowering women
ywca
19 Franklin Square, New Britain, CT 06091
www.ywca.org

CCSU Ruthe Boyea Women's Center
PRESENTS

**TAKE BACK
the
Night** 2018

April 10, 2018 at 6:30 PM
Semesters, Student Center

Keynote Speaker
Donna Palomba

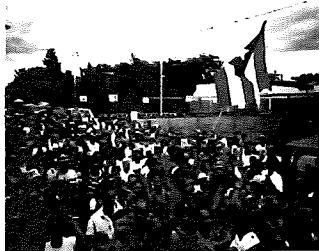


In January 2007, Donna founded Jane Doe No More, Inc., a national non-profit organization dedicated to creating awareness, breaking stigmas and developing training tools associated with sexual assault crimes. Her incredible journey from victim-to-warrior-to-survivor and the Jane Doe No More initiative were featured in a two-hour show on Dateline NBC which originally broadcast in April 2007. Donna was an active advocate and instrumental in the passing of a CT bill removing the statute of limitations on sexual assault crimes involving DNA evidence that was signed into law in July 2007. In 2010, Jane Doe No More teamed up with Mam & Pop Films and Quinnipiac University to produce "Duty Trumps Doubt", a supplemental training video for law enforcement responding to a sexual assault crime.



**Preserving Local Latino History
(CCSU)**

Thursday April 12, 2018
SSH 201
5:00 - 6:30pm



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

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

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

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



**Central Connecticut State
University**

We invite all CCSU Faculty,
Staff, Students, and
Community Members to
participate in:

A SYMPOSIUM FOR

THE CENTER FOR AFRICANA STUDIES
THE CENTER FOR INTERNATIONAL EDUCATION
LATINO AND PUERTO RICAN STUDIES
THE LATIN AMERICAN, LATINO, AND CARIBBEAN
CENTER (LALCC)
LATIN AMERICAN STUDIES
DEPARTMENT OF MODERN LANGUAGES

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

SYMPOSIUM SCHEDULE

12PM WELCOME AND LUNCH
12:30-2:15PM ROUND TABLE
DISCUSSIONS
2:15-2:45PM PRESENTATION
OF KEY POINTS
2:45PM-3PM CONCLUDING
REMARKS

Please confirm your
attendance by
registering at link
below

Sponsored by The
Office of the President.

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

For additional information
please contact Dr. Heather R.
Rodriguez, Dept. of Sociology
hrodriguez@ccsu.edu
860-832-2985

Register at:
<https://www.eventbrite.com/e/latin-history-harvest-2018-tickets-352745>

Earn More Money!

REGISTER @

www.ccsu.edu/SalaryNegotiationWorkshop/

- IDENTIFY STEPS TO INCREASE YOUR PAY
 - LEARN WHAT SKILLS ARE WILLING TO PAY FOR
 - LEARN TO ASK FOR A RAISE
 - LEARN TO REQUEST /NEGOTIATE BENEFITS
- THE WORKSHOP**
- FRIDAY 4/17/2018
- 9AM
- SOCIAL SCIENCES BUILDING
- ROOM 111
- PROFESSOR MERENSTEIN
- CONTACT: MERENSTEIN@CCSU.EDU
- OR MEREN.363@CCSU.EDU

Telling HerStory

Thursday
April 19, 2018

12:15 pm - 1:15 pm

Ruthe Boyea Women's Center Lounge
Student Center Room 215



Dr. Beth Merenstein

Professor Merenstein received her undergraduate degree in English from Clark University in MA. After spending three years teaching English as a Second language in San Francisco, she returned to the East Coast to receive her MA and Phd in Sociology from the University of Connecticut. She then joined the Sociology department at CCSU in 2004. Professor Merenstein has published in the areas of immigration, race and ethnicity, teaching and learning, poverty and homelessness, and community engagement; including her 2008 book, *Immigrants and Modern Racism*. She is actively engaged in the Community Engagement committee on campus, and created the advanced methods Community Engagement courses in the Sociology department. Additionally,

Tuesday, April 24, 2018

Ruthe Boyea Women's Center Presents...

Free HIV & Hepatitis C Testing

11am - 4pm

To schedule an appointment, visit

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

For more information contact:
Destiny Stackhouse, Olga Friths,
or
Jaqueline Cobblina-Dovin
at
860-832-1655
Central Connecticut State University

Equal Opportunity
Employer/Educator
All Events are open to the
CCSU Community
This event is being held at a
handicap accessible location



SUNDAY, APRIL 29 PRESERVING LOCAL LATINO HISTORY

Preserve Latino and Puerto Rican History in the "Hardware City." Celebrate New Britain's diversity and help tell the city's Latino history!

A history harvest is a community's opportunity to define and preserve its own history. The New Britain Puerto Rican Society, the New Britain Local History Room, and CCSU Special Collections will retain this digital archive once we have enough materials.

How to Participate: Bring in items to digitally preserve the cultural legacy of your family or community.

You Can Bring: Letters, documents, objects, photos, or any item that you feel is important to the New Britain/ Greater Hartford community's history.

We will also be seeking supplies for Hurricane Maria relief. Recommended items include canned goods, personal hygiene products, baby products, etc.

Share your story!

Enjoy free food and refreshments while you wait!

Free and open to the public!

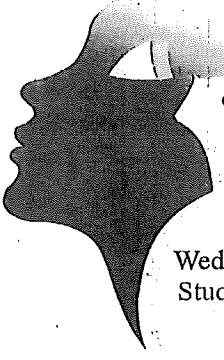
Help build local history in your community!

History is happening here!

ST. MARY'S CHURCH
314 Main Street, New Britain, CT 06051
12:00-2:00pm

Have any questions?

Contact
glaxartes@ccsu.edu
(860) 832-2825





Latina

Leadership & Personal Development Group

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

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

For more information contact:
Jacqueline Cobblina-Bobin or
Demesia Negro-Figueroa
Gladys Moreno-Fuentes
at 860-832-1655
Cobblina-Bobin@ccsu.edu
d.negro@ccsu.edu
Faculty/Community Employer/Educator





UNITED SISTERS

MEETING TIMES
WEDNESDAY - 5 PM
CO-ED - EVERY OTHER THURSDAY - 3PM

LOCATION
STUDENT CENTER ROOM 215
WOMEN'S CENTER LOUNGE

Responsible & Caring Adults (860) 832-1655
Gladys Moreno-Fuentes (860) 832-1655
Cobblina-Bobin@ccsu.edu (860) 832-1655
d.negro@ccsu.edu (860) 832-1655



Beyond The Rainbow...

QTPOCC

~ Queer and Trans People of Color Caucus ~

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


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

For more information contact: mq2869@ccsu.edu or tevelawilliams@myccsu.edu

CENTRAL CONNECTICUT STATE UNIVERSITY

the Mission

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



Ruthe Boyea Women's Center

Student Center 3rd fl 215 (860) 832-1655 www.ccsu.edu/WomenCtr

The Recorder

Wednesday, September 27, 2017

Central Connecticut State University

Volume 116 No. 4

STATE BUDGET CRISIS FORCES FURLOUGH DAYS ON CCSU

KRISTINA VAKHMAN

"Facing massive budget cuts and a state economy in chaos, Central Connecticut State University faculty will be required to forgo a portion of their salary during furlough days — a move that Lindsay Keasar, an associate professor of mathematical sciences at the school, sees as detrimental to students.

"I think there should be better ways for the state to balance the budget," Keasar said. "I prepare future teachers. They need to get as much information that's important for their future career. If I'm not here, it's a financial cut — but I can survive. It's unfair to the students who are paying money. It's not just affecting my pay. It's affecting the amount of knowledge [the students] can have. I wish I had more time and money to class with my students."

Dr. James Keegan, Registrar of the university's economics department, agreed with the sentiments saying that the furlough days "bring home the state budget crisis to students. They'll take away services. Your tuition isn't adjusted for that. That's something students should consider."

Furlough days are unpaid mandatory days for employees. According to a small sent out to faculty by Louise Blakesley Williams, the president of CCSU's American Association of University Professors, CCSU full-time faculty members "will not be paid for three days, meaning teachers, coaches, advisors and librarians will not be coming in for work. One of these days has been designated for March 9 of next year, entailing that no classes or office hours will be in session, while the dates of the other two days are a matter of choice on a personal basis."

"I'm taking them the Monday and Tuesday of Thanksgiving break, and I'm going to put an automatic report on my calendar for those days. I'm not anticipating any emails or anything because I'm not getting paid," said associate professor Blakesley.

CONTINUES ON PAGE 4

RALLY PREPARES CENTRAL STUDENTS TO COMBAT DISCRIMINATION



CCSU President Mark Ojakian speaks on discrimination and how students can work together to fight it. PHOTO CREDIT: CHARLES BASS & STAFF PHOTOGRAPHER

SHAINA BLAKESLEY

The Recorder

Central Connecticut State University is continuously taking steps to combat discrimination among students and faculty on campus.

On Sept. 21, the Student Government Association, hosted the Anti-Discrimination Rally in the Student Center Circle.

Discrimination is the intolerance against skin color, gender identity, race, religion, sexual orientation, mental illness and disability.

There were many speakers relating the situations they faced and how they got out of the only way to get people to listen.

Erin Stewart is the youngest female mayor New Britain has ever had. She grew up and went to school in New Britain and even graduated from CCSU in 2009. Stewart reinforced the notion that we're in a diverse nation.

"I've been and raised in a community that never discriminated, that taught the value of diversity, that taught us to be inclusive and that it costs money not to buy diversity," Stewart said.

President Shoun Ghose posed several questions: "What has America been great?"

Ghose calls the successful sale of Native American goods, Japanese internment camps, the women's suffrage

movement, slavery and the recent news of same-sex marriage.

Seven Hossain is the president of the Muslim Student Association and was also very outspoken, reminding the fact that the past "Muslims, Muslims, Muslims" Hossain spread the message that CCSU campus is a safe haven, and should not be tolerating discrimination of any kind.

Hossain strives to promote a safe and inclusive environment at CCSU regardless of race, ethnicity, gender, sexuality, or religious beliefs.

Brendan Kelly, president of the SGA, and Scott Hagan, president of Student Athletics and Leadership Development, revealed that they are both Jewish and take offense to jokes based off of stereotypes.

Hagan shared a personal story regarding offensive Jewish slanders from a store worker and explained that if someone speaks to you, you should tell them so hopefully they can switch what they say the next time.

Hagan also goes on to say that if you see someone in a hallway by another person's comment, then speak up for them.

"The most important thing is to communicate," Hagan said.

Ghose finishes that note further by saying "diversity is the backbone of our nation."

Hossain is also taking to combat fist-fought stereotypes the week in detail regarding the prohibitions she faces, and

how she keeps on moving forward.

"I don't let the fear of discrimination suppress me," Hossain said.

President of Connecticut State College and Universities, Mark Ojakian, recalled the promises he has from when he went to civil rights and LGBTIQ rights.

As a part of the LGBTIQ community himself, Ojakian remembers a time when his sexual orientation was considered taboo, or a heinous crime against man and God.

He was at the State Capitol when the first civil rights bill was passed over 50 years ago. On Dec. 4, 1964, the nation's first domestic partnership law was passed.

Ojakian commented that he is bewildered by the fact that in 2017, with all the milestones the US has reached, Americans still need a rally to end hate and discrimination.

Hossain agreed that she is "disheartened to see the current state of the nation and the world."

The rally emphasized the need to eradicate bigotry, racism and prejudice.

Every speaker at the rally expressed their feelings, which resonated towards cultivating acceptance instead of division for those who are different.

Ojakian commented that "unfortunately, we live in a country where people don't have permission to hate."

Dr. Peter D'Alagni, the interim vice president of student affairs, expressed that "we have to celebrate each other [and]

celebrate our differences."

People were invited to support of the LGBTIQ community, wearing rainbow

cloves and shirts, preaching love. Ghose expressed the importance of being well-versed in the work society operates. She firmly stated that the 2016 presidential election brought to light the ignorance in the US.

Individuals who continued to make America great again are too blinded by their ignorance and perhaps to see that in this time, there are two different realities, which depends on your ability, your race, your ethnicity, status, your gender expression and even religion," Ghose said.

Ghose took a step further instead of trying to change the opinion of society, she wants to fit the process in which they are shaped.

Reconstructing our education system, demanding schools to contain a curriculum that teaches the untold history of black and brown people that has contributed to this country as well.

Ghose said, "As an African American, it should not take me 21 years to come to college to learn about my heritage, only for it to be an 11th grade curriculum."

Both Ghose and Hossain believe that to start changing US culture, citizens and CCSU could start the change themselves.

Let's not discriminate, Hossain said.

CCSU COMES TOGETHER IN SUPPORT OF UNDOCUMENTED COMMUNITY

CINDY PEÑA
The Recorder

The student organization, CHANGE, hosted a rally on Thursday to educate the public and support the undocumented community at Central Connecticut State University and around the United States.

"The whole point of the rally was to be more educational than angry," said Victor Constanza, SGA Senator and Vice President of CHANGE. "We wanted experiences from all different aspects, people who were impacted and allies to talk about the immigration issue and we hope that people will remember these stories because not everyone is affected by the bulk of what they'll hear and educate themselves."

The recent actions taken by the Trump administration on Deferred Action for Childhood Arrivals prompted the event.

Under the Trump administration, DACA recipients are not being able to drive, being afraid to be stopped, having to go to a deportation center or having to go back to Mexico, all of those things I always think about," Diaz said, whose DACA permit expires in two years. "It's not just about me, but also other individuals whose work permits expire in April. Those are the individuals that are going to be out of work permits first. It is scarier for them, more than me."

Diaz stressed that although the Dreamers are in danger, there are others who are not under any program that protects them from deportation. The goal of the rally was to bring light to the entire immigration community, not just the Dreamers.

"It was important to bring all these individuals together and remind everyone it's not just DACA, because that's the redirect

have a serious impact on the undocumented community.

"How is what is happening in Washington humane? How is telling people one day, maybe in a tweet to begin with, that they are no longer welcomed in the country that they call home? That they are going to be forced, perhaps, to leave our country, to give up their education, to give up their jobs and go back to places that they never lived before. How is that humane?" asked Ojakian, to the crowd of about 50 individuals.

"The stronger we can come together, the better we can make sure that what is being proposed does not happen."

The possible elimination of DACA has directly impacted the president of CHANGE, Jose Diaz. Diaz is a DACA recipient and fears for the future of the program — not just for himself, but his peers as well.

"Not having a work permit, not being able to drive, being afraid to be stopped, having to go to a deportation center or having to go back to Mexico, all of those things I always think about," Diaz said, whose DACA permit expires in two years. "It's not just about me, but also other individuals whose work permits expire in April. Those are the individuals that are going to be out of work permits first. It is scarier for them, more than me."

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"It was important to bring all these individuals together and remind everyone it's not just DACA, because that's the redirect



CCSU students and faculty rally at the Student Center Circle. PHOTO CREDIT: CHARLES BASS & STAFF PHOTOGRAPHER

that everyone and the media is taking," Diaz said. "Yet, we tend to forget about parents who are undocumented and those three individuals that don't qualify for DACA, and even though Congress is working on something, they are only working on something for the Dreamers. Having rallies like this kind of reminds the public that there are other individuals who deserve something and should not be left behind."

Constanza agrees. With the rally, DACA is a big thing, but there are other immigration issues that are never talked about such as undocumented students who never got DACA or American citizens with undocumented parents who have the fear of their family being separated," Constanza said.

Two CCSU students, Jason and Erick Ramos, are U.S. citizens. However, their parents, who came to the US illegally, will be deported Sept. 29. They spoke

to the crowd about how it feels to "know" that their parents will be deported and unable to come back for 10 years.

"I want to dedicate my whole success as a son to my parents, they sacrificed things that I can't even fathom, coming over here," Erick Ramos said. "As students we get asked the question of, where do you see yourself in five years, ten years? I don't know. I have no idea because my success is around my parents."

Although the future for DACA and the undocumented community is not clear, Diaz stated that he hopes these rallies can help push legislation that will continue to protect undocumented individuals, and possibly create a pathway to citizenship.

"It's not just about dreaming and hoping for a solution, it's important to continue to put pressure and educate the community that we need to fight for this," Diaz said.

CCSU'S FIRST STEPS TO A COLLABORATIVE COMMUNITY

CINDY PEÑA
The Recorder

Central Connecticut State University made its first visit to Downtown New Britain as student leaders, athletes, faculty, staff and administrators took the first steps to build a partnership with the New Britain community.

The group, led by CCSU President Dr. Zulma Toro, met with various business owners and residents on Wednesday to discuss how CCSU can facilitate the needs of the community.

"One of the initiatives we are implementing is strengthening the relationship of the university with the community. In fact, to make Central the Steward of Central Connecticut," Toro said.

Students emphasized that CCSU's visit to Downtown New Britain was essential in accomplishing Toro's goal of

uniting the community.

"President Toro has done a really good job so far getting to know around CCSU, getting our face out there and bringing the community together," said Madison Norton, a senior at Central. "She wants to get to know the downtown community a little more and kind of show the students and faculty that we have a large downtown presence."

"We are trying to build a relationship and become more involved and show the businesses that CCSU is here to support," said Joe Hugley, a player for the CCSU Men's Basketball team.

"She will accomplish her goal because everything she's done at CCSU is amazing. The student athletes are out here to show how much she means to our school and the things she does in the community."

CCSU faculty members agree.

"This is wonderful. We [have] never done this before so I think it's great to partner with the New Britain community," said Kimberley Dumouchel-Cody, an Academic Advising Specialist at CCSU. "Dr. Toro is really goal-oriented. She came in like a little dynamo and I am confident she's going to make her mark on New Britain, the community and CCSU."

Toro arrived at Downtown New Britain in the CT Fastrak and stopped at businesses like Yoyo Ice Cream, Dunkin' Donuts, TD Bank and Amato's Toy and Hobby.

Toro hopes that these businesses will get involved on campus by providing career opportunities and in return, CCSU students will come to Downtown New Britain and shop at these local stores.

"One of the things that we

are just exploring here is asking the businesses how we can bring Central closer to downtown and how we can get downtown closer to Central and that's basically the purpose," Toro said. "I believe that we have resources that can help the city, but at the same time the city has opportunities in New Britain that we offer to our students and also can offer opportunities for our faculty and staff."

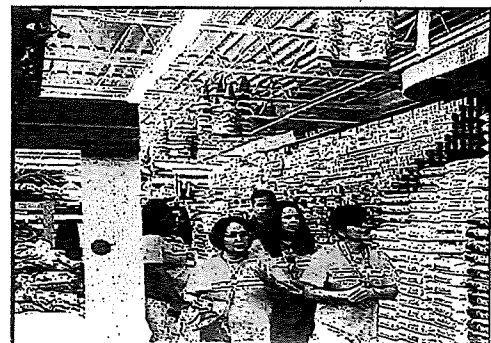
Danica Levesque, assistant to the owner of Amato's Toy and Hobby, emphasized that Toro's collaborative efforts can help stimulate businesses as students become familiar with New Britain and what it has to offer.

"We always wanted to bring the college over and bring them in and get them involved with the businesses around here. We are hoping we will get some customers even though they are

teenagers and young adults. I think we have some things to offer and that they can benefit from this store," Levesque said, who has been working at Amato's toy store for over 10 years. "It's a great idea, meeting face to face and talking to the owners and it's going to make a really good impression on the businesses to feel that they are important."

Toro was recently appointed as the 13th president of CCSU, making her the first Hispanic and female to hold that position. Ultimately, in the 11 months she has been president, she has made the first steps to reach her goals through these recent collaborative efforts with CCSU and the community.

"I am accompanied by faculty, staff and students and I think that all of us have that goal of bringing the communities together," Toro said.



4

CENTRAL WELCOMES RED FLAG CAMPAIGN

ANGELA FORTUNA
The Recorder

Small red flags line the campus of Central Connecticut State University to show support for those who have suffered from relationship violence.

The Red Flag Campaign at CCSU started about six years ago by the Women's Center, and has expanded over the past four years through the Office of Diversity and Equity, according to Nicholas D'Agostino, Associate in Diversity and Equity.

Research indicates that one in five college students experience dating violence, according to the Red Flag Campaign.

D'Agostino and Lindsay Ruffolo, professor of criminology and criminal justice, are leading the campaign this year.

"We run the campaign annually as we know the visibility and conscious raising efforts for the campaign make a difference for our community," D'Agostino said.

The campaign aims to give necessary attention to the issue of relationship violence in order to end it.

The Red Flag Campaign uses a bystander intervention strategy to address and prevent sexual assault, dating violence and stalking on college campuses. The campaign encourages friends and other campus community members to say something when they see warning signs, or "red flags," for sexual assault, dating violence or stalking in a friend's relationship," according to the Red Flag Campaign.

The Office of Diversity and Equity collaborates with many groups and organizations on campus, including Student Wellness Services, Residence Life, the Office of Victim Advocacy, the Women's Center and more.

"The importance of these



The Red Flag Campaign is welcomed at CCSU for the sixth year. PHOTO CREDIT: CHARLES BARR • STAFF PHOTOGRAPHER

collaborations showcase how we all play a role in ending violence on our campus," D'Agostino said.

According to the Red Flag Campaign, there are many red flags that indicate relationship violence. This includes name-calling, excessive jealousy, blaming, isolation, stalking and physical or sexual abuse.

"Many times, people are afraid to share signs of relationship violence with friends and family because they do not believe

these behaviors are anything to worry about. However, over time, these "red flags" could become increasingly dangerous.

The Red Flag Campaign's major campus event, "Why We Say Something - A Conversation with Everyday CCSU Activists Working to End Relationship Violence," will be held today at 4:30 p.m. in Alumni Hall in the Student Center.

"This Real Conversation Forum will feature an amazing

panel who will discuss their stories of standing up to end domestic and intimate partner violence," according to the event's poster.

Anyone interested in volunteering at a program, attending an event or joining the organizing committee is asked to contact D'Agostino by email at nicholas.dagostino@ccsu.edu.

"The organizing committee builds the events each year, puts the flags out, selects speakers

and develops a marketing plan to get the campus involved in the program," D'Agostino informed.

On-campus students can seek support through the Office of Victim Advocacy, located in Carroll Hall 248; the Office of Diversity and Equity, located in Davidson Hall 102; Student Affairs, located in Davidson Hall 103; the Women's Center, located in the Student Center; and Residence Life, located in Mid-Campus Residence Hall.

RED FLAG CAMPAIGN PANEL DISCUSSES WARNING SIGNS FOR DOMESTIC VIOLENCE

SHAINA BLAKESLEY
The Recorder

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

The event was held in Alumni Hall on Sept. 27 at 4:30 p.m.

In 2011, the Knowledge Networks circulated a survey called the College Dating Violence and Abuse Poll, whose research revealed that one in five, or 20 percent, of college students experience dating violence.

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

"Deep down we all have that sense of humanity, you may describe it as empathy, but I think it is important that we listen to that voice because we know when something's not right," Associate Counselor in Student Wellness Services William Fothergill said.

Fothergill is a licensed professional counselor and has worked over 20 years as a professional mental health practitioner. In 2008, he founded the CCSU Healthy Fellows Campaign and the Men's Initiative.

There is a stigma associated with men sharing their stories regarding sexual or physical abuse.

"This is not a women's issue, this is not a men's issue... there's a web that connects us all to

the perpetuation of violence," Fothergill proclaimed.

Charisse Levchak, assistant professor of Sociology, also addresses the shame that men are confronted with when they report on these unhealthy relationships, and how these tragedies will continue to happen until we provide a safe place for them.

Having open conversations, socializing with men, and providing resources to trained people in situations regarding men's experiences with domestic violence and sexual assault, as well as, with the LGBTQ community is essential.

The panel addressed methods to distinguish red flags in an unhealthy and toxic relationship and discussed warning signs and how to handle a seemingly dangerous situation.

Sometimes, people have this intuition when a situation arises that seems amiss; instead of walking away, simply asking if someone is okay or safe could potentially save a life, or at the very least, bring attention to the volatile situation.

Sarah Dodd, CCSU's Victim Advocacy and Violence Prevention Specialist, brought to surface that there are a plethora of ways to intervene, and "none of them should be discounted."

Fothergill listed a few methods of support: calling the police, giving advice, taking them to the hospital or a professional, going to an authority or teacher, or maybe even getting physically involved.

Senior and Mid-Campus Hall Resident Assistant David Perez Jr. stated that one of the best ways to help is to be vigilant. Perez described what bystander intervention is - looking out for others around you, on



Panelists at the main Red Flag Campaign event speak on warning signs of domestic violence. PHOTO CREDIT: CHARLES BASS + STAFF PHOTOGRAPHER

campus, at an off-campus party, within a residence hall, and saying something when you see something.

Residence Hall Director Stephanie Guerrero emphasized the importance of the buddy system. She stressed the importance of staying safe on and off campus, mostly by not walking alone, and if something goes awry, then talk to an RA or RD because they are trained to support you.

You wanna make sure you feel safe or comfortable," Guerrero said.

Inez Bonilla is an advisor in the Academic Center for Student

Athletes here at CCSU. Her advice is to be mindful of what you post on social media. Snap chatting or recording only further "perpetuates and condones domestic violence, sexual abuse and other behaviors."

Bonilla and Perez bring to light the importance of treating others the way you would want to be treated, or how you would want someone to treat your own family member.

Guerrero said it can be harder to intervene if you are personally close to the person because you don't want to take the risk of tarnishing the friendship.

"It's none of my business, it's

not my relationship, it's not my marriage, but if that person is close you then it is your business. If they are important to you, then their well-being should be important to you," Guerrero stated.

Ultimately, the Red Flag Campaign and this panel aims to provoke real conversations in hopes of inspiring thoughts, raising awareness on these issues, and promoting the building of bridges.

"Once you are able to tell your story, you are able to own that story, and rewrite that story, to be something that is more empowering," Levchak said.

CCSU HOSTS FIRST ANNUAL RAINBOW BREAKFAST

SHAINA BLAKESLEY
The Recorder

The month of October was designated as LGBTQ History Month in 1994, which aimed to commemorate and celebrate gay rights movements such as National Coming Out Day, which takes place every year on Oct. 11.

To celebrate this, the LGBTQ Pride organization at Central Connecticut State University hosted the first Annual Rainbow Breakfast last Friday, an event that aimed to honor the CCSU LGBTQ community, which had remained relatively inactive on campus for years.

"When I arrived at CCSU in 1985, it was a widely held belief that there were simply no gay, lesbian, bisexual, or transgender students on campus," said Sue Sweeney, associate director of Student Activities and Leadership Development.

That, however, all changed in

the late 1980s, when the university hired a new vice president of Student Affairs who aimed to improve student life, ultimately leading to conversations to help support the largely closeted LGBTQ community on campus.

By the late 1990s, the Central LGBTQ group known as "Pride" found Joaquin DiPlacido, associate professor of psychological science, who became the group's first faculty advisor.

"Nearly 20 years ago, I began serving as the advisor for Pride and we had to hold secretive meetings in the Marcus White building because students were afraid of the risk of being outed on campus," DiPlacido said.

Now, the CCSU Pride student organization puts on events such as Transgender Day of Remembrance, Day of Silence and the annual Drag Ball that raises money for LGBTQ organizations such as True Colors.

CCSU Pride also provides educational awareness programs for

the entire campus community and supports the LGBTQ students.

"Comparing then to now, we have an LGBT center, multiple student groups, women, gender and sexuality studies, hundreds of staff and faculty who have undergone safe zone training, the LGBT Advisory Board, and the other advancements shared by President Toro," DiPlacido said.

Other faculty members also aid in creating an environment that is inclusive and understanding to all student needs.

"Student Affairs administrators have also worked closely to support the needs of students of all sexual orientations and gender identities, with regards to ensuring their privacy, healthcare, housing and other vital services," Sweeney said.

Shay Diggs, an athletic training major, said she was concerned about fitting in due her strained family relationship regarding her sexuality.

"CCSU has been my safe haven

to come out and be who I am comfortably without feeling like I am under a microscope and being judged for everything I do," Diggs said.

The event also presented several CCSU student and faculty speakers as well as their keynote speaker, Richard Spada, a CCSU alum.

Spada, the Senior Global Manager for Diversity, discussed how eight countries still punish homosexuality by death and 75 others incarcerate those who engage in same-sex behavior. He also discussed how the Trump administration is assaulting gay rights.

"Just because it is 2017 does not mean that we have overcome the basic fundamentals of human rights violations against LGBTQ people," Spada said.

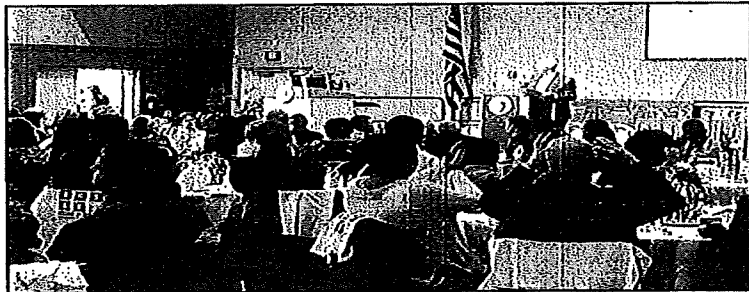
"We won't go back into the closet. We are a positive light in the world. By telling stories, we become a positive change in the world," Spada said.

Spada believes that people must keep talking and telling their stories in order to continue promoting change for the LGBTQ population.

The event concluded with the giving of the Rainbow Awards to deserving elected nominees who have contributed greatly to the LGBTQ community, such as English professor Mary Collins and chair of the CCSU History Department, Dr. Katherine Hermes.

President Dr. Zulma Toro said she believed events such as this one help "celebrate the core values of respect, dignity and inclusion that make our institution and our family so great."

"Events like today are just another example of what it means to honor the lived experiences of the LGBTQ community and I just want to say, given my 20 years here, I would never [have] thought I would see the day that we would have an event like this," DiPlacido said through tears.



Students and faculty welcome speakers at the first annual CCSU Rainbow breakfast. PHOTO CREDIT: CHARLES BASS + STAFF PHOTOGRAPHER



Richard Spada talks to students and faculty about LGBTQ pride at CCSU. PHOTO CREDIT: CHARLES BASS + STAFF PHOTOGRAPHER

STAND AGAINST RACISM

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

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



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

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

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

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

-Break-

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

The CCSU Bookstore will be on hand selling copies of Dr. Fullilove's book, *Urban Alchemy*.



Proudly sponsored by the Community Foundation of Greater New Britain.

Community Foundation of Greater New Britain

STAND AGAINST RACISM



eliminating racism
empowering women
ywca

YWCA New Britain - 19 Franklin Square - New Britain, CT 06051 - 860-225-4681 - www.ywcanb.org

Central Connecticut State University

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

Office of Diversity and Equity

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

Important Phone Numbers

Reporting an Incident

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

Medical Attention

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

Someone to talk to

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

President's Message



Dear University Community:


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

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

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

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

Sincerely,


Zulma R. Toro
President

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Office of Diversity and Equity (ODE)

Mission Statement

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

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

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

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

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

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

ADA Accommodations

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

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

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

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

Ruthe Boyea Women's Center

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

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

Contact Information: Jacqueline Cobbina-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:

Monday-Friday, 9AM to 5PM (other times available by appointment)

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



WOMEN IN COLLEGE will be sexually assaulted.

The Campus Sexual Assault Study, National Institute of Justice, 2007.

We're working together to change this statistic.

ODE Staff Responsibilities

ODE Staff	Responsibilities
<p>Rosa Rodríguez 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 (AA) 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>Sarah Dodd Associate to CDO Davidson Hall, RM 102 860-832-1653 sarahdodd@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 AA 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
<p>Alberto Cifuentes, Jr. University Assistant Davidson Hall, RM 102 860-832-1652 albertoc@ccsu.edu</p>	<ul style="list-style-type: none"> Maintains ODE calendar and budget Assists with investigations Oversees records retention and filing system

ODE Staff	Responsibilities
<p>Sharon Gaddy ODE Assistant Davidson Hall, RM 102 860-832-1652 gaddyshy@ccsu.edu Works Thursday only</p>	<ul style="list-style-type: none"> Assists with the development of the AA Plan Assists with investigations
<p>Victim Advocacy and Violence Prevention Specialist Office of Victim Advocacy Carroll Hall, RM 248 860-832-3795</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 Coordinator Women's Center Student Center, RM 215 (Mid-August to Mid-June) 860-832-1655 cobbina-boivini@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

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#l>

MOSAIC Center

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

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

Contact Information: 860-832-1892

Did you know?

Three Largest Connecticut Race/Ethnic Groups

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

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

Lesbian, Gay, Bisexual, Transgender Center (LGBT)

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

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

Contact Information: 860-832-2091

The LGBT Center Advisory Board provides input, advice and vision regarding strategic plans for the Center and campus life for LGBTQ students, staff and faculty. For additional information contact Scott Hazan, Director of Student Activities and Leadership Development at 860-832-1992 or hazanscz@ccsu.edu.

Did you know?

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

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

Student Clubs and Organizations

Africana Students Organization (ASO)

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

The Chinese Students Association

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

Hillel Jewish Student Organization

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

Latin American Student Organization (LASO)

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

Muslim Student Association

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

NAACP

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

PRIDE

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

South Asian Students Association (SASA)

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

United Caribbean Club

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

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

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

Definitions

Discrimination

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

Discriminatory Harassment

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

Retaliation

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

Responsibility

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

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

Nondiscrimination in Education and Employment Policy

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

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

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

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

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

Central Connecticut State University Statement

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

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

Individuals and Entities Affected by this Policy

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

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

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

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

Did you know?

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

Statement of Policy

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

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

¹ CCSU Student Code of Conduct, Part B

Terms, Usage and Standards

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

Affirmative consent may never be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have affirmatively consented to any such activity which occurs after that consent is withdrawn. It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is 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.

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:

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

Sexual misconduct includes engaging in any of the following behaviors:

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

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

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

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

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

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

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

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

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

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

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

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

Confidentiality

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

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

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

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

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

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

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

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

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

Mandated Reporting by College and University Employees

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

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

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

Rights of Those Who Report

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

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

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

- 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

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

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

Did you know?

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

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

If you want to speak with someone at CCSU

Office of Victim Advocacy
Victim Advocacy and Violence Prevention Specialist
860-832-3795

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

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

If you want to speak with a community partner

Sexual Assault Crisis Services (Confidential)

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

Prudence Crandall Center for Domestic Violence (Confidential)

888-774-2900 (24-hour hotline)

Did you know?

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

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

Source: <http://endsexualviolencect.org/resources/get-the-facts/national-stats/>

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 Street
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)

Carroll Hall, Rm. 202
860-832-1667

University Police (All criminal complaints except sexual harassment)

860-832-2375

Human Resources (Complaints against employees)

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

Office of Student Affairs (Complaints against students)

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

Did you know?

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

Procedures and Timetables for Processing of Complaints

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

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

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

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

1. Who may file:

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

2. When to file:

To provide adequate opportunity for a prompt investigation, complainants are encouraged to file as soon as possible but, except in cases involving sexual misconduct, must file no later than ninety

(90) calendar days following the complainant's first knowledge of the alleged discriminatory act.

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

3. Where to File:

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

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

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

The CDO or designee shall weigh all evidence pertaining to the internal complaint, make findings of fact, recommendations, and, with the consent of the parties and appropriate executive officer, propose settlements to the University President. Without investigation, the CDO or designee may also mediate issues between parties where the allegations, if proven, would not constitute a violation of CCSU policies.

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

Timeline

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

alleging that these employees directly or personally engaged in discriminatory conduct, the complaint shall be referred to the Commission on Human Rights and Opportunities (CHRO) for review and, if appropriate, investigation by the Department of Administrative Services, except if any such complaint has been filed with the Equal Employment Opportunity Commission or the Commission on Human Rights and Opportunities, the CHRO or Department of Administrative Services may rely upon the process of the applicable commission in lieu of such investigation.

4. Process for filing complaints

At the time an individual makes his/her complaint, the CDO or designee will provide the individual with the University's respective policies on CCSU Nondiscrimination in Education and Employment Policy and/or the BOR/CSCU Sexual Misconduct Reporting, Support Services, and Processes Policy and the procedures and timetables for processing internal complaints.

No Basis to Proceed.

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

Investigatory Process

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

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

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

Related policies and procedures:

- Nondiscrimination in Education and Employment Policy
- BOR/CSCU Sexual Misconduct Reporting, Support Services, and Processes
- Consensual Relationship Policy
- Student Code of Conduct and Statement of Disciplinary Procedures

Revised October 25, 2011

Revised June 6, 2014—added BOR Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, and revised the following sections: Investigatory process; Reports against CDO

Policy Regarding Reporting Suspected Abuse or Neglect of a Child

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities (CSCU) accept that institutions of higher education foster educational opportunities for people under the age of 18 years. The BOR, 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

Revised June 15, 2016 the following section: Investigatory Process: removal of sexual harassment policy from related policies and procedures; update notification timeframe for responding parties; clarification of support person for represented employees

Revised June 12, 2017 the following section: Investigatory Process: The right to a support person has been modified to expressly state a respondent or complainant is entitled to only one support person during the investigatory process.

Revised November 27, 2017 the following section: Introduction: added veteran status to protected class listing.

Revised April 23, 2018 the following section: When to file section.

Revised May 6, 2018 – updated the name of the BOR/CSCU Sexual Misconduct Reporting, Support Services, and Processes and records retention section to maintain files indefinitely.

Did you know?

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

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

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

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

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

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

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

To file a report or for additional information contact:

All Abuse and Neglect Incidents

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

All Suspected Incidents of Sexual Abuse

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

Consensual Relationship Policy

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

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

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

Prohibited

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

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

Strongly Discouraged

Between employee and student:

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

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

Between employee and employee:

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

In the event of a sexual harassment charge

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

Sanctions

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

Policy approved April 2012

To file a report contact or for additional information contact:

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

Did You Know?

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

Source: Clery Center

Discrimination Complaint Agencies

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

The Connecticut Commission on Human Rights & Opportunities:

Capitol Region

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

Eastern Region

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

Southwest Region

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

West Central Region

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

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

The Equal Employment Opportunities Commission

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

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

Alternatively:

Connecticut Permanent Commission on the Status of Women

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

State of Connecticut: Employee Grievance Procedure

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

Regulation of Wages Division, Connecticut Labor Department

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

Wage and Hour and Public Contracts Division

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

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

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

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

Other Important Information and Resources

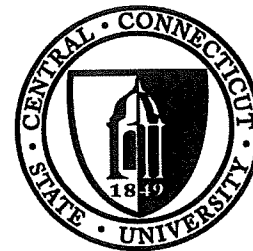
Affirmative Action Plan: Copies of the plan are available at the library, the Office of Diversity and Equity and the CCSU website: <http://www.ccsu.edu/diversity/affirmativeAction.html>

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

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

Did you know?

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



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

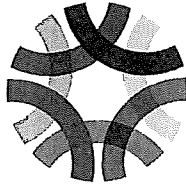
This booklet is provided to employees, students and applicants for their general information and guidance only. It does not constitute a contract either express or implied, and is subject to revision at the University's discretion.

**Take a Stand.
Say Something!**

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

May/2018

Office of Diversity & Equity



you are
not alone

How to Help

in case of sexual or
interpersonal violence

Central Connecticut State University

What is Sexual Assault?	3
Reporting an incident	
University Police	6
860 832 2375	
Office of Diversity & Equity	7
860 832 1652	
Office of Student Conduct	8
860 832 1667	
Medical attention	
Student Wellness Services	10
860 832 1925	
Hospital of Central Connecticut*	11
860 224 5011	
Someone to talk to	
Women's Center	13
860 832 1655	
Student Wellness Services, counseling services	14
860 832 1945	
Sexual Assault Crisis Services*	15
860 225 4681	
English hotline 1 860 223 1787	
Español hotline 1 888 568 8332	
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860 832 1660	
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*Off-campus

What is Sexual Assault?

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

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

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

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

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

To report an incident

University Police

All criminal complaints
860 832 2375

Office of Diversity & Equity

All complaints
860 832 1652

Office of Student Conduct

Complaints against students
860 832 1667

Emergency Medical Attention

911 for immediate assistance

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

Office of Diversity & Equity

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

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

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

On-campus
Davidson Hall, Rm. 102
MON-FRI, 8:00AM-5:00PM*
860 832 1652
www.ccsu.edu/affaction

*other times available by appointment

University Police

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

The CCSU Police Department will:

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

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

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

Office of Student Conduct (OSC)

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

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

On-campus
Willard Hall, Rm. 107
MON-FRI, 8:00AM-5:00PM
860 832 1667
www.ccsu.edu/studentconduct

Options for Medical Attention

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911 Emergency

For immediate assistance

Student Wellness Services, (SWS) medical services

On-campus evaluation or advice
860 832 1925

Hospital of Central Connecticut

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

Student Wellness Services, medical services

The SWS staff are trained in caring for victims of sexual assault. The office is staffed by the University Physician (Medical Director), two APRNs, and an RN. All are ready to listen and provide medical care and support. The collection of medical evidence is offered at New Britain's Hospital of Central Connecticut. SWS Staff provides:

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

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

Hospital of Central Connecticut (HCC)

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

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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

Women's Center

On-campus crisis intervention and referral
860 832 1655

Student Wellness Services, (SWS) counseling services

On-campus crisis intervention and counseling services
860 832 1945

Sexual Assault Crisis Services

Off-campus help hotlines
English - 1 860 223 1787
Español - 1 888 568 8332

Residence Life

On-Campus Referral for Resident Students
860 832 1660

Women's Center

Not just for women, the Ruthe Boyea Women's Center coordinator is available to listen, provide crisis intervention, support, guidance, mentorship, and referrals for victims, survivors, family members, friends, and caring partners of those who have been affected by violence. They will explain your options ranging from reporting a sexual assault to seeking housing changes.

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

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

Sexual Assault Crisis Services (SACS)

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

Hotlines are open 24/7 with immediate access to trained, certified counselors who maintain confidentiality. Additionally, spanish and sign language interpreters are available. SACS also offers accompaniment through medical, police, and court procedures.

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

Off-campus
YWCA (SACS)
22 Glen St.
New Britain, CT
24-hour Hotlines
English - 1 860 223 1787
Español - 1 888 568 8332

Student Wellness Services, counseling services

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

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

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

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

Residence Life

Residence Life staff are often the first line of contact for resident students and they are a good connection during times of crisis because these individuals are trained to offer support and guidance 24/7.

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

Provide referrals to on- and off-campus resources.

On-campus
Barrows Hall, Rm. 120
MON-FRI, 8:30AM-5:00PM
860 832 1660
Fax: 860 832 1659
www.ccsu.edu/reslife

Helpful Tips

If you are the victim of sexual or interpersonal violence:

- » Go to a safe place
- » Preserve evidence
- » Call someone you trust such as the Women's Center Coordinator, your Hall Director, Resident Assistant, or a Victim's Advocate at the local Sexual Assault Crisis Service
- » Call CCSU Police at 860-832-2375 or dial 911
- » Seek medical care and/or counseling

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Your Rights

- » Be treated with respect and dignity.
- » Privacy. This means you can refuse to answer any questions about the sexual assault, your sexual orientation, your sexual, medical (including HIV status), and your mental health history.
- » Have conversations with licensed counselors in CCSU's Student Wellness Services.
- » Decide whether or not you want the police to investigate the assault.
- » Not be judged based on your race, age, class, gender or sexual orientation.
- » Have a counselor/advocate accompany you to medical and legal proceedings.
- » Request that someone you are comfortable with stay with you in the examination room.
- » Ask questions and get answers regarding any tests, exams, medications, treatments or police reports.
- » Be considered a victim/survivor of sexual assault, regardless of the offender's relationship to you.

How Can I Help Stop Sexual Assault/Violence?

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

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



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

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

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

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

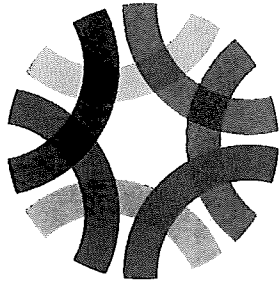
YWCA Sexual Assault Crisis Service
1-860-223-1787 English

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



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.