



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

**January - December 2016**

Includes the University of Connecticut, UConn Health and the regional campuses.

# **University of Connecticut Report Pursuant to Connecticut General Statutes Section 10a-55m**

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## I. UConn's Policies Regarding Sexual Assault, Stalking and Intimate Partner Violence

Enclosed please find a copy of UConn's current policies regarding sexual assault, stalking and intimate partner violence:

- Policy Against Discrimination, Harassment, and Related Interpersonal Violence
- Responsibilities of Community Life: The Student Code
- Protection of Minors and Reporting of Child Abuse and Neglect Policy
- Department of Correction Administrative Directive 2.2 (UConn Health)

## II. UConn's Written Notification of a Victim's Rights and Options

Attached please find UConn's brochure, *Sexual Assault, Intimate Partner Violence and Stalking Reporting and Resources*. The brochure is distributed in print format to all incoming students, faculty and staff on all campuses, and is also available in electronic format on UConn's comprehensive sexual assault, intimate partner violence and stalking website: [www.titleix.uconn.edu](http://www.titleix.uconn.edu). It outlines a victim's rights and options, including on and off-campus confidential and non-confidential resources, reporting, investigations and university policies. In addition to the Storrs- brochure, there are two additional brochures tailored to specific UConn populations: one for the regional campus communities and another for UConn Health. The Storrs brochure is also translated into Simplified Chinese and Hindi. All five versions of the brochure are attached.



Victims also are guided to [www.titleix.uconn.edu](http://www.titleix.uconn.edu). There, members of the University community and public are able to access comprehensive information regarding:



- How to get help
- Campus and community resources
- UConn's policies and response processes
- Reporting options, including to the University and the Police
- How to offer support as a friend, guardian, partner or faculty/staff member
- Contact information for the Title IX Coordinator
- Events, awareness and training opportunities

## III. & IV. UConn's Sexual Assault, Stalking and Intimate Partner Violence Prevention, Awareness and Risk Reduction Programs and Campaigns

UConn provides prevention, awareness and risk reduction programs and campaigns to the university community in a wide array of formats throughout the year. These include

new student and employee orientation sessions, topic-specific seminars and workshops, awareness-raising events, departmental meetings and webinars, electronic communications, and the university-wide Title IX website. The attached chart outlines the 531 programs and campaigns at UConn, the regional campuses and UConn Health during 2016. Selected programs are highlighted herein.

### New Student Orientation

Throughout summer 2017, UConn continued to use its bystander intervention program, **Protect Our Pack**, designed to increase awareness of sexual violence on campus and empower students to be proactive, effective bystanders. All incoming first-year and transfer students at the Storrs and regional campuses completed the program during fall orientation and the *Week of Welcome*. The program is facilitated in person and allows students to engage in thoughtful dialogue in small groups and throughout the university community at large.



All institution-wide incoming graduate students and residents (including those located at the Schools of Law, Medicine and Dental Medicine) completed training on topics related to sexual assault, intimate partner violence and stalking as part of their orientation and/or a condition of their enrollment. These trainings were delivered in person and/or online and addressed consent, sexual assault, intimate partner violence and stalking. UConn's policies, resources and reporting options, as well as the institution's investigation and resolution processes also were included.

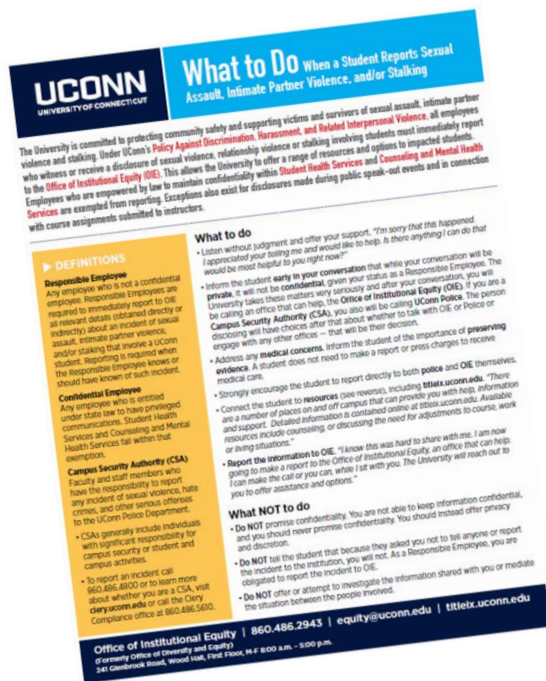
### Continuing Education for Students

In addition to the summer orientation programming, UConn's **Violence Against Women Prevention Program (VAWPP)**, presents **Consent 201** to first-year Storrs students in their First Year Experience (FYE) courses. The course, led by trained student facilitators, provides students with the opportunity to participate in small group discussions about consent while learning about the University's policies and support resources available to them. *Consent 201* invites students to think critically about common patterns of communication around requests, negotiation, pressure and coercion. Facilitators use interactive, non-sexual role-play to help students discuss dynamics within sexual situations.

During the 2016-2017 academic year, UConn launched a new mandatory online interpersonal violence prevention program for juniors and seniors, **Not Anymore**. The online, video-based program included information about consent, bystander intervention, sexual assault, intimate partner violence, and stalking. *Not Anymore* was chosen after a thorough review of several similar programs by students and staff, in large part based on student feedback about its resonance and relatability. Importantly, the program also specifically highlighted UConn's resources and reporting options. Moving forward, UConn will continue to require this training of rising juniors and also will utilize a graduate student-specific version of the training with students and residents in UConn's Schools of Medicine, Dental Medicine and Law.

## Employee Training and Education

UConn has continued its focus on providing widespread training and education programs for employees, including graduate research and teaching assistants. The university provides in-person **sexual harassment prevention training** to all new faculty, staff and graduate assistants within six months of hire. This sexual harassment prevention program provides training and awareness of UConn's sexual harassment, sexual assault, intimate partner violence and stalking policies and response, resources, and employee reporting obligations. It emphasizes the importance of a trauma-informed employee response to student disclosures. This foundation is bolstered annually through inclusion of Title IX policies and best practices in UConn's mandatory annual compliance training provided by the Office of Audit, Compliance and Ethics. In addition, UConn's **Management Support & Development Program** - a full-day, small group session - assists newly-hired and newly-promoted managers in fostering a clear understanding of UConn's policies, including those regarding sexual assault, intimate partner violence and stalking response and reporting. Adjunct faculty members also complete online modules to ensure awareness and education of UConn's policies relating to sexual violence and reporting.



In addition, UConn has continued its efforts at UConn Health by providing additional training and education to faculty and staff in that environment. **Managing a Respectful and Harassment Free Workplace** is a mandatory, small-group session provided to managers to gain a better understanding of UConn's policies regarding sexual assault, intimate partner violence and stalking response and reporting and how best to respond to the unique issues that can arise in the medical setting. UConn's Office of Institutional Equity and Title IX Coordinator also have facilitated numerous, ongoing department-wide training sessions on UConn's policies, reporting and resources regarding sexual violence at UConn Health, and more broadly, across all campuses.

Employee training sessions include distribution of sexual assault, intimate partner violence and stalking resources and reporting brochures, and also one-page flyers tailored to their campus that guide and assist employees with providing trauma-informed response when receiving disclosures from students (attached - one per campus).

## Sexual Assault Forensic Examinations on the Storrs Campus

A Sexual Assault Forensic Examiner (SAFE) can provide sexual assault victims with a sexual assault evidence collection kit. UConn students are able to have a SAFE exam completed on the Storrs campus at Student Health Services without having to travel to



a local hospital. SAFE nurses work collaboratively with victim advocates, hospital staff, law enforcement, and criminal prosecutors to provide victims of sexual assault with comprehensive and compassionate services.

## Selected Awareness Programs and Campaigns

In recognition of Sexual Violence and Domestic Violence Awareness months, April and October, UConn hosted several impactful week-long programs. Specifically, the Department of Residential Life, in collaboration with other university departments, hosted **UConnent Day**. This important initiative increased awareness around topics such as consent, sexual violence, and healthy relationships. Several hundred students engaged in interactive activities, while having thoughtful conversations with staff and one another about how to promote healthy and safe relationships at UConn. The Women's Center's annual **Take Back the Night** event, also in April, raised awareness about gender-based violence affecting members of the UConn community and provided support for survivor empowerment and healing. In October 2016, the Women's Center and the Violence Against Women Prevention Program hosted **The Clothesline Project**, a traveling visual display of t-shirts made by survivors and secondary survivors of sexual assault and/or relationship violence.



**SEXUAL ASSAULT AWARENESS MONTH 2016**

**PROJECT UNBREAKABLE**  
Monday, April 4 - Friday, April 8  
11:30 AM - 3:00 PM  
Homer Hallbridge Library  
UConn Project Unbreakable is part of a larger national photography project that aims to encourage the act of healing through art. Our annual display features photographs of gender-based violence survivors speaking their realities, as well as paintings, drawings, and poetry written by survivors or those who love them.  
If you, or someone you know, would like to be photographed or submit a work of art to be displayed in a display case on the 4th floor of the library, please contact [projectunbreakable@uconn.edu](mailto:projectunbreakable@uconn.edu) no later than Friday, March 25. Please note that anyone can choose to submit work anonymously.

**BREAKING OUT OF THE MAN BOX**  
A DISCUSSION ON HEALTHY RESPECTFUL MASCULINITY  
Tuesday, March 29  
7:00 PM  
Leland Hall 102  
Join us as we welcome Tony Porter, internationally recognized author, activist and artist, who will speak about the social construction of masculinity in America and men's role in ending gender-based violence.  
People of all genders are welcome and encouraged to attend.  
Co-sponsored by the Student Activities Leadership Office, Fraternity & Sorority Life, and Athletics.

**UCONNENT DAY**  
Monday, April 11  
1:30 - 3:30 PM  
Fairfield Way  
Join us along with our many campus partners, as Residential Life's third annual UConnent Day Activities featured on the event will offer outlets for creating and fostering healthy relationships and preventing sexual violence on campus.

**BROKEN PROMISES**  
Wednesday, March 30  
7:00 PM  
Student Union Theatre  
Aside from the backdrop of urban Latin hip hop music, rhythm, and choreography this hip-hop play reveals the shocking reality of how quickly and easily young women are made in the world of sex trafficking.  
Sponsored in partnership with YWCA.  
Co-sponsored by El Instituto, OGC, WISE & Human Rights Institute.

**TAKE BACK THE NIGHT**  
Wednesday, April 13  
7:00 PM  
Student Union Ballroom  
An evening of empowerment and healing for survivors of gender-based violence. Join us for solidarity march, speak-out, and one night coffee house.

University of Connecticut Student Center  
Student Activities, 401 South Main St.  
Storrs, CT 06269-3043  
Phone: 860-405-3333  
Fax: 860-405-3333  
www.uconn.edu  
Accessibility: For more information on accessibility services, please contact the Office of Disability Services at 860-486-2728.

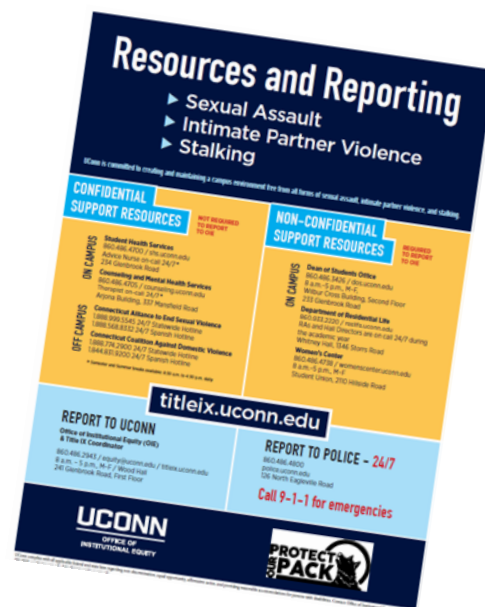
The Women's Center and the Office of Fraternity and Sorority Life continued to sponsor **Greeks Against Sexual Assault (GASA)**. GASA student facilitators are Greek-affiliated students that facilitate workshops for both fraternities and sororities to examine gender role and gender role socialization, rape culture and in particular the relation to Greek Life and to practice bystander intervention skills. These ongoing interventions accompanied other larger-scale awareness events including **Breaking Out of the Man Box with Tony Porter**. In this program Tony Porter, internationally recognized author, educator, and activist, spoke about the social construction of masculinity in America and the role men have in ending gender-based violence. In addition, UConn hosted **Masculinity: An Imaginary Friend with Wade Davis**, in which the former NFL athlete discussed the intersections of race, sexuality

and gender and explored how traditional messages about masculinity contribute to homophobia and rape culture. These two programs involved close collaboration between on-campus offices including the Women's Center, Rainbow Center, Office of Fraternity and Sorority Life, Sports Management, Student Activities Leadership Office, and Athletics. Together, these two initiatives attracted over 650 student participants.

Additionally, posters outlining victims' rights and options are displayed in many locations across campus, including residence halls, to provide the UConn community and visitors to the residential community with additional sources of information (attached).

### University-Wide Coordination

Prominent among these efforts is the coordination facilitated across all campuses by UConn's **Community Resource Teams (CRTs)**. The CRTs, one for Storrs and Regional campuses and one at UConn Health, meet regularly throughout the year. Each CRT is composed of UConn employees, students and off-campus partners who work to address issues of sexual assault, intimate partner violence and stalking on campus. This collaborative work helps to ensure that UConn provides a coordinated, compassionate, trauma-informed response to victims and survivors. The CRTs facilitate and sustain important relationships with outside agencies and the regional campuses. In addition, the CRTs have hosted trainings by both UConn and outside presenters to raise awareness for key personnel in areas including, but not limited to, Title IX, sexual violence response, trauma-informed practices and intimate partner violence.



The Title IX Coordinator also hosted several **Coffee and Conversations with the Title IX Coordinator throughout the year**. These programs provide students with the opportunity to better understand the role of the Title IX Coordinator, learn more about sexual violence prevention and response and ask questions about how best to maintain a campus environment free from sex-based discrimination, harassment and violence.

### **V. Incidents of Sexual Assault, Stalking and Intimate Partner Violence Reported to the Institution & Disciplinary Cases and Outcomes**

Below are tables summarizing the number of incidents of sexual assault, stalking, and intimate partner violence reported to UConn during calendar year 2016, as well as the outcomes of disciplinary cases.

The term “sexual assault” as used herein includes any nonconsensual sexual contact and/or nonconsensual sexual intercourse. “Sexual contact” is defined as “any intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, with any object(s) or body part, or, any intentional bodily contact in a sexual manner, even where the touching does not involve contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.” “Sexual Intercourse” (or attempts to commit) is “any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.” “Consent” is “an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual

activity.” For further information regarding these definitions, please see *Policy Against Discrimination, Harassment, and Related Interpersonal Violence* at <http://policy.uconn.edu/2015/12/29/policy-against-discrimination-harassment-and-related-interpersonal-violence/>.

In complaints of sexual misconduct in which a student is identified as a respondent, the disciplinary process is managed under *Responsibilities of Community Life: The Student Code*. More information about this administrative process can be found online at <http://community.uconn.edu/the-student-code-part-iv/>. Complaints against employees are addressed under UConn’s Employment Complaint Procedures, available at <http://equity.uconn.edu/discrimination>. UConn’s Title IX Coordinator / the Office of Institutional Equity (OIE) is advised of all reports, investigations, and disciplinary case outcomes.

The figures reported below exceed those reported in UConn’s 2016 Annual Security and Fire Report, prepared in accordance with The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act or Clery Act. The Clery Act restricts reporting to certain, expressly defined criminal acts pursuant to criminal statute occurring within specifically defined geographical locations. Conversely, this report captures all incidents disclosed to the institution, regardless of on or off-campus location, year of incident, whether the incident would represent a violation of university policy or criminal statute, or direct connection of incident to UConn. In particular, 102 of the total 139 sexual assault matters, 12 of the total 33 stalking matters, and 35 of the total 75 intimate partner violence incidents disclosed to UConn were either not connected to UConn (i.e. incidents from childhood and high school); did not involve a UConn respondent (i.e. the accused individual was not enrolled in classes or employed at UConn); or were disclosures and reports where the respondent remained unknown to the institution (i.e., the victim chose not to disclose the identity of the accused individual).

**Incidents of Sexual Assault, Stalking and IPV Reported to UConn in 2016**

<i>Type of Incident</i>	<i>Number of Incidents Reported</i>	<i>Incident Reported to have Occurred in 2016</i>	<i>Respondent Identified as Connected to UConn</i>	<i>Confidential or Anonymous Reports</i>
Sexual Assault	139	71	37 <sup>1</sup>	21
Stalking	33	27	21	1
IPV	75	54	40	2

<sup>1</sup> Of the 37 sexual assault incidents where the respondent was identified as connected to UConn, 16 alleged nonconsensual sexual contact (without penetration), and 21 alleged nonconsensual sexual intercourse.



Of the cases with a respondent identified as connected to UConn, UConn conducted 18 investigations into reports of sexual assault; 5 investigations into reports of stalking; and 19 investigations into reports of intimate partner violence.<sup>2</sup> The outcomes of those investigations are presented in the table below.

### **Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and IPV**

<i>Type of Incident</i>	<i>Number of Investigations</i>	<i>Finding of No Violation or Not Responsible</i>	<i>Finding of Responsible &amp; Expulsion</i>	<i>Finding of Responsible &amp; Suspension</i>	<i>Finding of Responsible &amp; Probation/ Written Warning</i>	<i>Number of Findings Appealed</i>	<i>Appeal Outcome</i>
Sexual Assault	18	10	2	1	5 <sup>3</sup>	3	3 Denied
Stalking	5	1	4	0	0	2	2 Denied
IPV	19 <sup>4</sup>	14	1	1	3	2	2 Denied

<sup>2</sup> Only in limited circumstances will the University proceed with an investigation against a victim's wishes. Factors considered within this determination include the age of the victim, whether there is evidence of a pattern of misconduct, the severity of the misconduct, and whether there is a safety risk to the victim or the campus community. Even in those cases where there is no investigation, UConn may still choose to take a variety of responsive and preventative actions, including behavioral meetings with the alleged respondent and/or additional training and prevention work within impacted organizations and departments.

<sup>3</sup> The conduct for which these five individuals were found responsible was kissing and/or touching over the clothing without affirmative consent (i.e. sexual contact; not sexual intercourse/penetration).

<sup>4</sup> It is important to note that the University investigates alleged behaviors that may ultimately constitute one or more policy violations outlined across a spectrum of proscribed conduct pursuant to University Policies and Codes, not limited to sexual assault, stalking and intimate partner violence. This is particularly important in matters of intimate partner violence, where the University often conducts two investigations - one into each person's behavior. These matters also may include resolutions not directly germane to this report, such as disruptive or harming behavior, and/or damage or misuse of property.

**VI. Attachment**

**Policies Regarding Sexual  
Assault, Stalking and  
Intimate Partner Violence**

UNIVERSITY OF CONNECTICUT POLICY AGAINST  
DISCRIMINATION, HARASSMENT, AND RELATED  
INTERPERSONAL VIOLENCE

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*Including Sexual and Gender-Based Harassment, Sexual  
Assault, Sexual Exploitation, Intimate Partner Violence,  
Stalking, Complicity, Retaliation and Inappropriate Amorous  
Relationships*

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## I. STATEMENT OF POLICY

The University of Connecticut (the “University”) is committed to maintaining a safe and non-discriminatory learning, living and working environment for all members of the University community – students, employees, and visitors. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of safety and mutual respect. All members of the University community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination, discriminatory harassment or interpersonal violence. Discrimination diminishes individual dignity and impedes equal employment and educational opportunities.

The University does not unlawfully discriminate in any of its education or employment programs and activities on the basis of an individual’s race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran’s status, prior conviction of a crime, workplace hazards to the reproductive system, gender identity or expression, or membership in any other protected classes as set forth in state or federal law. To that end, this Policy Against Discrimination, Harassment and Related Interpersonal Violence, Including Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships (the “Policy”) prohibits specific forms of behavior that violate state and federal laws, including but not limited to Title VII of the Civil Rights Act of 1964 (“Title VII”), Title IX of the Education Amendments of 1972 (“Title IX”), the Violence Against Women Reauthorization Act of 2013 (“VAWA”), and related state and federal anti-discrimination laws. Such behavior may also require the University to fulfill certain reporting obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”), as amended by VAWA, and Connecticut state law regarding reporting suspected child abuse and neglect.

The University prohibits discrimination, as well as discriminatory harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, sexual or gender-based harassment, complicity in the commission of any act prohibited by this Policy, retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this Policy (collectively, “Prohibited Conduct”<sup>1</sup>). These forms of Prohibited Conduct are unlawful and undermine the mission and values of our academic community. In addition, inappropriate amorous relationships with employees in positions of authority can undermine the University’s mission when those in positions of authority abuse or appear to abuse their authority.

The University adopts this Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering a safe and respectful University community; (3) cultivating a climate where all individuals are well-informed and supported in reporting Prohibited Conduct; (4) providing a fair and impartial process for all parties in the investigation and resolution of such reports; and (5) identifying the standards by which violations of this Policy will be evaluated

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<sup>1</sup> Definitions for all forms of Prohibited Conduct can be found in Section IX of this Policy.

and disciplinary action may be imposed. In addition, the University conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this Policy.

A student or employee determined by the University to have committed an act of Prohibited Conduct is subject to disciplinary action, up to and including separation from the University. Third Parties who commit acts of Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

It is the responsibility of every member of the University community to foster an environment free of Prohibited Conduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The University will support and assist community members who take such actions.

Retaliation against any individual who, in good faith, reports or participates in the reporting, investigation, or adjudication of Prohibited Conduct is strictly forbidden.

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. Where the date of the Prohibited Conduct precedes the effective date of this Policy, the definitions of misconduct in effect at the time of the alleged incident(s) will be used. The procedures under this Policy, however, will be used to investigate and resolve all reports made on or after the effective date of this Policy, regardless of when the incident(s) occurred.

## **II. TO WHOM THIS POLICY APPLIES**

This Policy applies to: students as defined in UConn's Responsibilities of Community Life: The Student Code ("Students"); University employees, consisting of all full-time and part-time faculty, University Staff (including special payroll employees), UConn Health employees, professional research staff, and post-doctoral fellows ("Employees"); and contractors, vendors, visitors, guests or other third parties ("Third Parties"). This Policy pertains to acts of Prohibited Conduct committed by or against Students, Employees and Third Parties when:

1. the conduct occurs on campus or other property owned or controlled by the University;
2. the conduct occurs in the context of a University employment or education program or activity, including, but not limited to, University-sponsored study abroad, research, on-line, or internship programs; or
3. the conduct occurs outside the context of a University employment or education program or activity, but has continuing adverse effects on or creates a hostile environment for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity.

### III. APPLICABLE PROCEDURES UNDER THIS POLICY

The specific procedures for reporting, investigating, and resolving Prohibited Conduct are based upon the nature of the respondent's relationship to the University (Student, Employee, or Third Party). Each set of procedures referenced below is guided by the same principles of fairness and respect for complainants and respondents. "Complainant" means the individual who presents as the victim of any Prohibited Conduct under this Policy, regardless of whether that person makes a report or seeks action under this Policy.<sup>2</sup> "Respondent" means the individual who has been accused of violating this Policy.

The procedures referenced below provide for prompt and equitable response to reports of Prohibited Conduct. The procedures designate specific timeframes for major stages of the process, provide for thorough and impartial investigations that afford the Complainant and Respondent notice and an opportunity to present witnesses and evidence, and assure equal and timely access to the information that will be used in determining whether a Policy violation has occurred. The University applies the Preponderance of the Evidence standard when determining whether this Policy has been violated. "Preponderance of the Evidence" means that it is more likely than not that a Policy violation occurred.

#### A. WHERE THE RESPONDENT IS A STUDENT

The procedures for responding to reports of Prohibited Conduct committed by Students are detailed in Responsibilities of Community Life: The Student Code ("Student Code") (<http://community.uconn.edu/the-student-code-preamble/>).

#### B. WHERE THE RESPONDENT IS AN EMPLOYEE

The procedures for responding to reports of Prohibited Conduct committed by Employees are detailed in OIE's Complaint Processes (<http://www.equity.uconn.edu/discrimination/complaint-procedures/>).

#### C. WHERE THE RESPONDENT IS BOTH A STUDENT AND AN EMPLOYEE

- The Student-Respondent procedures will apply if the Respondent's primary status is as a Student;
- The Employee-Respondent procedures will apply if the Respondent's primary status is as an Employee.
- If there is a question as to the predominant role of the Respondent, the University

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<sup>2</sup> UConn recognizes that an individual may choose to self-identify as a victim or a survivor. For consistency in this Policy, the University uses the term Complainant to maintain the neutrality of the Policy and procedures.

will determine which of the procedures applies based on the facts and circumstances (such as which role predominates in the context of the Prohibited Conduct). The Student-Respondent procedures typically will apply to graduate students except in those cases where the graduate student's assistantship role predominated in the context of the Prohibited Conduct. Further, where a Respondent is both a Student and an Employee (including but not limited to graduate students), the Respondent may be subject to any of the sanctions applicable to Students or Employees.

D. WHERE THE RESPONDENT IS A THIRD PARTY

The University's ability to take appropriate corrective action against a Third Party will be determined by the nature of the relationship of the Third Party to the University. The University will determine the appropriate manner of resolution consistent with the University's commitment to a prompt and equitable process under federal law, federal guidance, and this Policy.

E. WHERE THE RESPONDENT IS A UCONN HEALTH STUDENT, EMPLOYEE OR THIRD PARTY

Parties should contact the UConn Health Office of Institutional Equity by calling (860) 679-3563 or email: [equity@uconn.edu](mailto:equity@uconn.edu).

**IV. TITLE IX COORDINATOR**

Under Title IX:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

The Title IX Coordinator is charged with monitoring the University's compliance with Title IX, ensuring appropriate education and training, coordinating the University's investigation, response, and resolution of all reports under this Policy and ensuring appropriate actions to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The Office of Institutional Equity oversees reports involving Students, Employees and Third Parties. The University has also designated Deputy Title IX Coordinators who may assist the Title IX Coordinator in the discharge of these responsibilities. The Title IX Coordinator and Deputy Title IX Coordinators receive ongoing appropriate training to discharge their responsibilities.

Concerns about the University's application of Title IX may be addressed to the Title IX Coordinator. Additionally, concerns about the University's application of Title VII and/or other federal and state anti-discrimination laws may be addressed to the Office of Institutional Equity.

The Title IX Coordinator and Deputy Title IX Coordinators can be contacted by telephone, email, or in person during regular office hours:

**Elizabeth A. Conklin**

Associate Vice President, Office of Institutional Equity  
Title IX Coordinator  
Wood Hall, First Floor  
[elizabeth.conklin@uconn.edu](mailto:elizabeth.conklin@uconn.edu)  
(860) 486-2943

**Sarah Chipman**

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Deputy Title IX Coordinator  
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External reporting options include the United States Department of Education, Clery Act Compliance Team (at [clery@ed.gov](mailto:clery@ed.gov)); the United States Department of Education, Office for Civil Rights (at [OCR@ed.gov](mailto:OCR@ed.gov) or (800) 421-3481); the Equal Employment Opportunity Commission (at [info@eoc.gov](mailto:info@eoc.gov) or (800) 669-4000); and/or the Connecticut Commission on Human Rights and Opportunities ((800)-477-5737).

**V. UNDERSTANDING THE DIFFERENCE BETWEEN PRIVACY AND CONFIDENTIALITY**

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report under this Policy. The University also is committed to providing assistance to help Students, Employees and Third Parties make informed choices. With respect to any report under this Policy, the University will take reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

Privacy and confidentiality have distinct meanings under this Policy.

**Privacy:** Privacy means that information related to a report of Prohibited Conduct will be shared with a limited circle of University Employees who “need to know” in order to assist in support of the Complainant and in the assessment, investigation, and resolution of the report. All Employees who are involved in the University’s response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.



The privacy of Student education records will be protected in accordance with the Family Educational Rights and Privacy Act (“FERPA”), as outlined in the University’s FERPA policy. (<http://policy.uconn.edu/2011/05/24/ferpa-policy/>) The privacy of an individual’s medical and related records generally is protected by the Health Insurance Portability and Accountability Act (“HIPAA”) and/or state laws governing protection of medical records. Access to an Employee’s personnel records may be restricted in accordance with Connecticut law and applicable collective bargaining agreements.

**Confidentiality:** Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Connecticut law. The University has designated individuals who have the ability to have privileged communications as “Confidential Employees.” When information is shared by an individual with a Confidential Employee or a community professional with the same legal protections, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except where required or permitted by law. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

## VI. EMPLOYEE REPORTING RESPONSIBILITIES

### A. TITLE IX REPORTING OBLIGATIONS

Most University employees are required to immediately report information about certain types of Prohibited Conduct involving any Student to the University’s Office of Institutional Equity.<sup>3</sup> An Employee’s responsibility to report under this Policy is governed by his/her role at the University. The University designates every Employee as either a Confidential Employee or a Responsible Employee.

**Confidential Employee:** Any Employee who is entitled under state law to have privileged communications. Confidential Employees will not disclose information about Prohibited Conduct to the University without the permission of the Student or Employee (subject to the exceptions set forth in the Confidentiality section of this Policy). Confidential Employees at the University of Connecticut include:

- Student Health Services
- Counseling and Mental Health Services

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<sup>3</sup> Although this Policy is directed primarily to disclosures by Students, as explained herein certain supervisory employees are obligated to report disclosures about all types of Prohibited Conduct involving a University employee.

- Employee Assistance Program

**Responsible Employee:** Any Employee who is not a Confidential Employee, and certain categories of student employees. Responsible Employees are required to immediately report to the University’s Office of Institutional Equity all relevant details (obtained directly or indirectly) about an incident of Sexual Assault, Intimate Partner Violence and/or Stalking (as defined in Section IX, below) that involves any Student as a Complainant, Respondent, and/or witness, including dates, times, locations, and names of parties and witnesses.<sup>4</sup> Reporting is required when the Responsible Employee knows (by reason of a direct or indirect disclosure) or should have known of such Sexual Assault, Intimate Partner Violence, and/or Stalking. Responsible Employees include (but are not necessarily limited to) Faculty and Staff, Resident Assistants, Graduate Teaching Assistants, Graduate Research Assistants, and any student-employees serving as Campus Security Authorities (CSAs) when disclosures are made to any of them in their capacities as Employees. This manner of reporting may help inform the University of the general extent and nature of Prohibited Conduct on and off campus so the University can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses.

Responsible Employees are not required to report information disclosed (1) at public awareness events (*e.g.*, “Take Back the Night,” candlelight vigils, protests, “survivor speak-outs” or other public forums in which Students may disclose incidents of Prohibited Conduct; collectively, “Public Awareness Events”); (2) during a Student’s participation as a subject in an Institutional Review Board-approved human subjects research protocol (“IRB Research”); or (3) as part of coursework submitted to an instructor in connection with a course assignment. Even in the absence of such obligation, all Employees are encouraged to contact the Title IX Coordinator if they become aware of information that suggests a safety risk to the University community or any member thereof. The University may provide information about Students’ Title IX and/or other civil rights and about available University and community resources and support at Public Awareness Events, however, and Institutional Review Boards may, in appropriate cases, require researchers to provide such information to all Student subjects of IRB Research.

**Dean, Director, Department Head and Supervisor Responsibility to Report Prohibited Conduct Where Either the Complainant or the Respondent is an Employee.** Under this Policy, Deans, Directors, Department Heads and Supervisors are required to report to the Office of Institutional Equity all relevant details about an incident of Prohibited Conduct<sup>5</sup> where either the Complainant or the Respondent is an

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<sup>4</sup> While Employees are encouraged to report any form of Prohibited Conduct, only Sexual Assault, Intimate Partner Violence and Stalking **must** be reported under this Policy.

<sup>5</sup> These supervisory employees are required to report **all** forms of Prohibited Conduct where the

Employee. Reporting is required when such Deans, Directors, Department Heads and Supervisors know (by reason of direct or indirect disclosure) or should have known of such Prohibited Conduct.

All University Employees are strongly encouraged to report to the law enforcement any conduct that could potentially present a danger to the community or may be a crime under Connecticut law.

#### B. CLERY REPORTING OBLIGATIONS

Under the Clery Act, certain University employees are designated as Campus Security Authorities. CSAs generally include individuals with significant responsibility for campus security or student and campus activities. Based on information reported to CSAs, the University includes statistics about certain criminal offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The Clery Act also requires the University to issue timely warnings to the University community about certain reported crimes that may pose a serious or continuing threat to Students and Employees. Consistent with the Clery Act, the University withholds the names and other personally identifying information of Complainants when issuing timely warnings to the University community.

#### C. CHILD ABUSE REPORTING OBLIGATIONS

**All** University Employees except student employees are **mandated reporters** of child abuse or neglect as defined by Connecticut General Statutes Section 17a-101(b) and must comply with Connecticut's mandated reporting laws. See Connecticut General Statutes Sections 17a-101a to 17a-101d. All University Employees should refer to UConn's Protection of Minors and Reporting of Child Abuse and Neglect Policy (<http://policy.uconn.edu/?p=6754>) for detailed definitions and reporting information.

### VII. COMPLAINANT OPTIONS FOR REPORTING PROHIBITED CONDUCT

There are two channels for reporting Prohibited Conduct. A Complainant may choose to report to the University and/or to law enforcement. These two reporting options are not mutually exclusive. Therefore, Complainants may choose to pursue both the University process and the criminal process concurrently. The University will support Complainants in understanding, assessing and pursuing these options.

**The first priority for any individual should be personal safety and well-being. In addition to seeking immediate medical care, the University encourages all individuals to seek immediate**

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Complainant or Respondent is an Employee.

assistance from 911, UConn Police, and/or local law enforcement. This is the best option to ensure preservation of evidence. The University also strongly urges that law enforcement be notified immediately in situations that may present imminent or ongoing danger.

#### A. REPORTING TO LAW ENFORCEMENT

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the State of Connecticut criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking, and Physical Assault. See Title 53a of the Connecticut General Statutes for the State of Connecticut's Penal Code (<https://www.cga.ct.gov/2011/pub/chap950.htm>). Whether or not any specific incident of Prohibited Conduct may constitute a crime is a decision made solely by law enforcement. Similarly, the decision to arrest any individual for engaging in any incident of Prohibited Conduct is determined solely by law enforcement and not the University. Such decisions are based on a number of factors, including availability of admissible evidence.

Complainants have the right to notify or decline to notify law enforcement. In keeping with its commitment to take all appropriate steps to eliminate, prevent, and remedy all Prohibited Conduct, the University urges Complainants (or others who become aware of potential criminal conduct) to report Prohibited Conduct immediately to local law enforcement by contacting:

- i. 911 (for emergencies)
- ii. University Police (for non-emergencies):
  1. **Storrs** (860) 486-4800
  2. **Avery Point** (860) 405-9088
  3. **Greater Hartford** (860) 570-5173
  4. **Law School** (860) 570-5173
  5. **Stamford** (203) 223-4270
  6. **Torrington** (860) 236-9950
  7. **Waterbury** (203) 236-9950
  8. **UConn Health** (860) 679-2121
- iii. State Police (for conduct occurring off campus in Connecticut) (800) 308-7633

Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking protective and restraining orders. Although a police report may be made at any time, Complainants should be aware that delayed reporting may diminish law enforcement's ability to take certain actions, including collecting forensic evidence and making arrests. The University will assist Complainants in notifying law enforcement if they choose to do so. Under limited circumstances posing a threat to health or safety of any University community member, the University may independently notify law enforcement.

## B. REPORTING TO THE UNIVERSITY

Complainants (or others who become aware of an incident of Prohibited Conduct) are encouraged to report the incident to the University through the following reporting options:

By contacting the Office of Institutional Equity by telephone, email, or in person during regular office hours (8am-5pm, M-F):

Office of Institutional Equity (Storrs and Regionals)  
Wood Hall, First Floor  
241 Glenbrook Road  
Storrs, Connecticut  
(860) 486-2943  
[equity@uconn.edu](mailto:equity@uconn.edu)  
[www.titleix.uconn.edu](http://www.titleix.uconn.edu)  
[www.equity.uconn.edu](http://www.equity.uconn.edu)

Office of Institutional Equity (UConn Health)  
16 Munson Road, 4th Floor  
Farmington, Connecticut  
(860) 679-3563  
[equity@uconn.edu](mailto:equity@uconn.edu)  
<http://equity.uconn.edu>

There is no time limit for a Complainant to report Prohibited Conduct to the University under this Policy;<sup>6</sup> however, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer a Student or an Employee, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

The University will not pursue disciplinary action against Complainants or witnesses for disclosure of illegal personal consumption of drugs or alcohol where such disclosures are made in connection with a good faith report or investigation of Prohibited Conduct.

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<sup>6</sup> This statement does not relieve Responsible Employees of their obligation to report Sexual Assault, Intimate Partner Violence and/or Stalking involving a Student immediately to the Office of Institutional Equity.



## VIII. ACCESSING CAMPUS AND COMMUNITY RESOURCES

The University offers a wide range of resources for all Students and Employees to provide support and guidance in response to any incident of Prohibited Conduct. Comprehensive information on accessing University and community resources is contained online at the following sites:

- Sexual assault, sexual exploitation, intimate partner violence, sexual or gender-based harassment, and stalking: [www.titleix.uconn.edu](http://www.titleix.uconn.edu)
- Discrimination and discriminatory harassment where the Respondent is an Employee or Third Party: [www.equity.uconn.edu](http://www.equity.uconn.edu)
- Related Student Code violations where the Respondent is a Student: [www.community.uconn.edu](http://www.community.uconn.edu)

Available resources include: emergency and ongoing assistance; health, mental health, and victim-advocacy services; options for reporting Prohibited Conduct to the University and/or law enforcement; and available support with academics, housing, and employment.

### A. REMEDIAL AND PROTECTIVE MEASURES

The University offers a wide range of resources for Students and Employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation, and resolution of a report of Prohibited Conduct. The University will offer reasonable and appropriate measures to protect a Complainant and facilitate the Complainant's continued access to University employment or education programs and activities. These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (designed to reduce the risk of harm to an individual or community). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, residence modifications, academic modifications and support, work schedule modifications, suspension from employment, and pre-disciplinary leave (with or without pay). Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under this Policy.

The University will maintain the privacy of any remedial and protective measures provided under this Policy to the extent practicable and will promptly address any violation of the protective measures. The University has the discretion to impose and/or modify any interim measure based on all available information, and is available to meet with a Complainant or Respondent to address any concerns about the provision of interim measures.

The University will provide reasonable remedial and protective measures to Third

Parties as appropriate and available, taking into account the role of the Third Party and the nature of any contractual relationship with the University.

#### B. INTERIM ACTIONS

In addition to remedial and protective measures, an interim action may be imposed on a Student or student organization in accordance with The Student Code prior to the resolution of an investigation. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists. Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the Complainant and/or Respondent, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the student conduct matter.

University officials designated to impose an interim action through The Student Code include, but are not limited to, staff in Community Standards, Residential Life, and the Office of Institutional Equity.

### IX. PROHIBITED CONDUCT UNDER THIS POLICY<sup>7</sup>

Conduct under this Policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the Complainant or Respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Discrimination, Discriminatory Harassment, Sexual or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, and Retaliation.

#### A. DISCRIMINATION

**Discrimination** is any unlawful distinction, preference, or detriment to an individual that is based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law and that: (1) excludes an individual from participation; (2) denies the individual the benefits of; (3) treats the individual differently; or (4) otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a University program or activity.

Discrimination includes failing to provide reasonable accommodation, consistent with state

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<sup>7</sup> These definitions may overlap with Connecticut criminal statutes in some cases, and provide greater protection in other instances. Connecticut's Penal Code may be found in Title 53a of the Connecticut General Statutes. (<https://www.cga.ct.gov/2011/pub/chap950.htm>)

and federal law, to persons with disabilities. The University of Connecticut is committed to achieving equal educational and employment opportunity and full participation for persons with disabilities. See Policy Statement: People with Disabilities (<http://policy.uconn.edu/2011/05/24/people-with-disabilities-policy-statement/>).

## B. DISCRIMINATORY HARASSMENT

**Discriminatory Harassment** consists of verbal, physical, electronic or other conduct based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disability, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law that interferes with that individual's educational or employment opportunities, participation in a University program or activity, or receipt of legitimately-requested services under either *Hostile Environment Harassment* or *Quid Pro Quo Harassment*, as defined below.

*Hostile Environment Harassment*: **Discriminatory Harassment** that is so severe, persistent or pervasive that it unreasonably interferes with, limits, deprives, or alters the conditions of education (*e.g.*, admission, academic standing, grades, assignment); employment (*e.g.*, hiring, advancement, assignment); or participation in a University program or activity (*e.g.*, campus housing), when viewed from both a subjective and objective perspective.

In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

- The frequency, nature and severity of the conduct;
- Whether the conduct was physically threatening;
- The effect of the conduct on the Complainant's mental or emotional state;
- Whether the conduct was directed at more than one person;
- Whether the conduct arose in the context of other discriminatory conduct;
- Whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities; and
- Whether the conduct implicates concerns related to academic freedom or protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. An isolated incident, unless sufficiently serious, does not amount to

Hostile Environment Harassment.

*Quid Pro Quo Harassment*: **Discriminatory Harassment** where submission to or rejection of unwelcome conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual's education (*e.g.*, admission, academic standing, grades, assignment); employment (*e.g.*, hiring, advancement, assignment); or participation in a University program or activity (*e.g.*, campus housing).

**Discriminatory Harassment** may take many forms, including verbal acts, name-calling, graphic or written statements (including the use of cell phones or the Internet), or other conduct that may be humiliating or physically threatening.

#### C. SEXUAL OR GENDER-BASED HARASSMENT

**Sexual Harassment** is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

**Sexual Harassment** also may include inappropriate touching, acts of sexual violence, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. A single incident of Sexual Assault (as defined below) may be sufficiently severe to constitute a hostile environment.

**Gender-Based Harassment** includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

#### D. SEXUAL ASSAULT

**Sexual Assault** consists of (1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (3) Consent.

1. **Sexual Contact** (or attempts to commit) is any intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, with any object(s) or body part, or, any intentional bodily contact in a sexual manner, even where the touching does not involve contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

2. **Sexual Intercourse** (or attempts to commit) is any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.
3. **Consent** is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.

**Consent** cannot be given if any of the following are present: Force, Coercion or Incapacitation.

**Force** is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and/or coercion that overcome resistance.

**Coercion** is unreasonable pressure for sexual activity. Coercion is more than an effort to persuade, entice, or attract another person to have sex. Conduct does not constitute coercion unless it wrongfully impairs an individual's freedom of will to choose whether to participate in the sexual activity.

**Incapacitation** is a state where an individual cannot make rational, reasonable decisions because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. A person may be incapacitated due to the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition. A person who is incapacitated lacks the capacity to give Consent because they cannot understand the "who, what, when, where, why, or how" of their sexual interaction.

**The University offers the following guidance on Consent and assessing Incapacitation:**

A person who wants to engage in a specific sexual activity is responsible for obtaining Consent for that activity. The lack of a negative response or protest does not constitute Consent. Lack of resistance does not constitute Consent. Silence and/or passivity also do not constitute Consent. Relying solely on non-verbal communication before or during sexual activity can lead to misunderstanding and may result in a violation of this Policy. It is important not to make assumptions about whether a potential partner is consenting. In order to avoid confusion or ambiguity, participants are encouraged to talk with one

another before engaging in sexual activity. If confusion or ambiguity arises during sexual activity, participants are encouraged to stop and clarify a mutual willingness to continue that activity.

Consent to one form of sexual activity does not, by itself, constitute Consent to another form of sexual activity. For example, one should not presume that Consent to oral-genital contact constitutes Consent to vaginal or anal penetration. Consent to sexual activity on a prior occasion does not, by itself, constitute Consent to future sexual activity. In cases of prior relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on the presence of Consent.

Once Consent has been given, it may be withdrawn at any time. An individual who seeks to withdraw Consent must communicate, through clear words or actions, a decision to cease the sexual activity. Once Consent is withdrawn, the sexual activity must cease immediately.

In evaluating Consent in cases of alleged incapacitation, the University asks two questions: (1) *Did the person initiating sexual activity know that the other party was incapacitated?* and if not, (2) *Should a sober, reasonable person in the same situation have known that the other party was incapacitated?* If the answer to either of these questions is “YES,” Consent was absent and the conduct is likely a violation of this Policy.

Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely as a result of drinking or using drugs. A person could be incapacitated due to other reasons which may include: sleep, prescribed or over the counter medication, mental or physical disability. Alcohol-related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person.

One is not expected to be a medical expert in assessing incapacitation. One must look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation. Although every individual may manifest signs of incapacitation differently, evidence of incapacity may be detected from context clues, such as:

- Slurred or incomprehensible speech;
- Bloodshot eyes;
- The smell of alcohol on their breath;
- Shaky equilibrium or unsteady gait;
- Vomiting;
- Incontinence;
- Combativeness or emotional volatility;
- Unusual behavior; and/or

- Unconsciousness.

Context clues are important in helping to determine incapacitation. These signs alone do not necessarily indicate incapacitation. A person who is incapacitated may not be able to understand some or all of the following questions: “Do you know where you are?” “Do you know how you got here?” “Do you know what is happening?” “Do you know who is here with you?”

One should be cautious before engaging in Sexual Contact or Sexual Intercourse when either party has been drinking alcohol or using other drugs. The introduction of alcohol or other drugs may create ambiguity for either party as to whether Consent has been sought or given. If one has doubt about either party’s level of intoxication, the safe thing to do is to forego all sexual activity.

**Being impaired by alcohol or other drugs is no defense to any violation of this Policy.**

#### E. SEXUAL EXPLOITATION

**Sexual Exploitation** is purposely or knowingly doing or attempting to do any of the following:

- Recording or photographing private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Disseminating or posting images of private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Allowing third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., Skype or livestreaming of images);
- Prostituting another person; or
- Exposing another person to a sexually transmitted infection or virus without the other’s knowledge.

#### F. INTIMATE PARTNER VIOLENCE

**Intimate Partner Violence** includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship.<sup>8</sup> Intimate Partner Violence may include any form of Prohibited Conduct under this Policy, including Sexual Assault, Stalking, and Physical Assault (as defined herein). Intimate Partner Violence may involve a pattern of

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<sup>8</sup> Intimate Partner Violence includes “dating violence” and “domestic violence,” as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of an intimate relationship based upon the Complainant’s statement and taking into consideration the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical. Examples of Intimate Partner Violence include, but are not limited to:

- Slapping;
- Pulling hair;
- Punching;
- Damaging one's property;
- Driving recklessly to scare someone;
- Name calling;
- Humiliating one in public;
- Harassment directed toward a current or former partner or spouse; and/or
- Threats of abuse such as threatening to hit, harm, or use a weapon on another (whether Complainant or acquaintance, friend, or family member of the Complainant), or other forms of verbal threats.

Harming Behavior that includes, but is not limited to, the true threat of or actual physical assault or abuse and also includes harassment, is prohibited pursuant to The Student Code. Harming Behavior will be addressed under this Policy if it involves Discriminatory Harassment, Sexual or Gender-Based Harassment, Intimate Partner Violence, or is part of a course of conduct under the Stalking definition.

#### G. STALKING

**Stalking** occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for the person's safety or the safety of others, or to experience substantial emotional distress.

"Course of conduct" means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.

"Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

"Reasonable person" means a person under similar circumstances and with similar identities to the Complainant.

Stalking includes "cyber-stalking," a particular form of stalking in which a person uses



electronic media, such as the internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

Stalking may include, but is not limited to:

- Non-consensual communications (face to face, telephone, e-mail);
- Threatening or obscene gestures;
- Surveillance/following/pursuit;
- Showing up outside the targeted individual's classroom or workplace;
- Sending gifts (romantic, bizarre, sinister, or perverted); and/or
- Making threats.

#### H. RETALIATION

**Retaliation** means any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding under this Policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy. Retaliation may be present even where there is a finding of "no responsibility" on the allegations of Prohibited Conduct. Retaliation does not include good faith actions lawfully pursued in response to a report of Prohibited Conduct.

Retaliation can include, but is not limited to, actions taken by the University, actions taken by one Student against another Student, actions taken by an Employee against another Employee or Student, or actions taken by a Third Party against a Student or Employee. See the University's Non-Retaliation Policy [<http://policy.uconn.edu/2011/05/24/non-retaliation-policy/>].

#### I. COMPLICITY

**Complicity** is any act taken with the purpose of aiding, facilitating, promoting or encouraging the commission of an act of Prohibited Conduct by another person.

#### X. INAPPROPRIATE AMOROUS RELATIONSHIPS

For the purposes of this Policy, "amorous relationships" are defined as intimate, sexual, and/or any other type of amorous encounter or relationship, whether casual or serious, short-term or long-term.

##### A. INSTRUCTIONAL/STUDENT CONTEXT

All faculty and staff must be aware that amorous relationships with students are likely to lead to difficulties and have the potential to place faculty and staff at great personal and

professional risk. The power difference inherent in the faculty-student or staff-student relationship means that any amorous relationship between a faculty or staff member and a student is potentially exploitative or could at any time be perceived as exploitative and should be avoided. Faculty and staff engaged in such relationships should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for the student's instruction or evaluation. In the event of a charge of Sexual Harassment arising from such circumstances, the University will in general be unsympathetic to a defense based upon consent when the facts establish that a faculty-student or staff-student power differential existed within the relationship.

### 1. Undergraduate Students

Subject to the limited exceptions herein, all members of the faculty and staff are prohibited from pursuing or engaging in an amorous relationship with any undergraduate student.

### 2. Graduate Students

With respect to graduate students (including but not limited to Master's, Law, Doctoral, and any other post-baccalaureate students), all faculty and staff are prohibited from pursuing or engaging in an amorous relationship with a graduate student under that individual's authority. Situations of authority include, but are not limited to: teaching; formal mentoring or advising; supervision of research and employment of a student as a research or teaching assistant; exercising substantial responsibility for grades, honors, or degrees; and involvement in disciplinary action related to the student.

Students and faculty/staff alike should be aware that pursuing or engaging in an amorous relationship with any graduate student will limit the faculty or staff member's ability to teach, mentor, advise, direct work, employ and promote the career of the student involved with him or her in an amorous relationship.

### 3. Graduate Students in Positions of Authority

Like faculty and staff members, graduate students may themselves be in a position of authority over other students, for example, when serving as a teaching assistant in a course or when serving as a research assistant and supervising other students in research. The power difference inherent in such relationships means that any amorous relationship between a graduate student and another student over whom they have authority is potentially exploitative and should be avoided. All graduate students currently or previously engaged in an amorous relationship with another student are prohibited from serving in a position of authority over that student. Graduate students also should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for another student's instruction or evaluation.

#### 4. Pre-existing Relationships with Any Student

The University recognizes that an amorous relationship may exist prior to the time a student enrolls at the University or, for amorous relationships with graduate students, prior to the time the faculty or staff member is placed in a position of authority over the graduate student. The current or prior existence of such an amorous relationship must be disclosed to the Office of Institutional Equity and/or the Office of Faculty and Staff Labor Relations by the employee in a position of authority immediately if the student is an undergraduate, and prior to accepting a supervisory role of any type over any graduate student.

All faculty and staff currently or previously engaged in an amorous relationship with a student are prohibited from the following unless effective steps have been taken in conjunction with Labor Relations and the applicable dean or vice president to eliminate any potential conflict of interest in accordance with this Policy: teaching; formal mentoring or advising; supervising research; exercising responsibility for grades, honors, or degrees; considering disciplinary action involving the student; or employing the student in any capacity - including but not limited to student employment and internships, work study, or as a research or teaching assistant.

Similarly, all graduate students currently or previously engaged in an amorous relationship with another student are prohibited from serving in a position of authority over that student.

#### 5. If an Amorous Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in an amorous relationship with a student in violation of this Policy, the faculty member, staff member, or graduate student must disclose the relationship immediately to the Office of Institutional Equity or the Office of Faculty and Staff Labor Relations. Absent an extraordinary circumstance, no relationships in violation of this Policy will be permitted while the student is enrolled or the faculty or staff member is employed by the University. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible, and the faculty or staff member's employment standing or the graduate student's position of authority may need to be adjusted until s/he no longer has supervisory or other authority over the student.

In addition to the amorous relationship itself, a faculty, staff or graduate student's failure to report the existence of an inappropriate amorous relationship with a student is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

### B. EMPLOYMENT CONTEXT

Amorous relationships between supervisors and their subordinate employees often adversely affect decisions, distort judgment, and undermine workplace morale for all employees, including those not directly engaged in the relationship. Any University employee who participates in supervisory or administrative decisions concerning an employee with whom s/he has or has had an amorous relationship has a conflict of interest in those situations. These types of relationships, specifically those involving spouses and/or individuals who reside together, also may violate the State Code of Ethics for Public Officials as well as the University's Policy on Employment and Contracting for Service of Relatives.

Accordingly, the University prohibits all faculty and staff from pursuing or engaging in amorous relationships with employees whom they supervise. No supervisor shall initiate or participate in institutional decisions involving a direct benefit or penalty (employment, retention, promotion, tenure, salary, leave of absence, etc.) to a person with whom that individual has or has had an amorous relationship. The individual in a position of authority can be held accountable for creating a sexually hostile environment or failing to address a sexually hostile environment and thus should avoid creating or failing to address a situation that adversely impacts the working environment of others.

#### 1. Pre-existing Amorous Relationships Between Supervisors and Subordinate Employees

The University recognizes that an amorous relationship may exist prior to the time an individual is assigned to a supervisor. Supervisory, decision-making, oversight, evaluative or advisory relationships for someone with whom there exists or previously has existed an amorous relationship is unacceptable unless effective steps have been taken to eliminate any potential conflict of interest in accordance with this Policy. The current or prior existence of such a relationship must be disclosed by the employee in a position of authority prior to accepting supervision of the subordinate employee to the Office of Institutional Equity and/or the Office of Faculty and Staff Labor Relations. Working with the Office of Faculty and Staff Labor Relations, the relevant managers will determine whether the conflict of interest can be eliminated through termination of the situation of authority. The final determination will be at the sole discretion of the relevant dean or vice president.

#### 2. If an Amorous Relationship Occurs or has Occurred between a Supervisor and his/her Subordinate Employee

If, despite these warnings, a University employee enters into an amorous relationship with someone over whom s/he has supervisory, decision-making, oversight, evaluative, or advisory responsibilities, that employee must disclose the existence of the relationship immediately to the Office of Institutional Equity and/or the Office of Faculty and Staff Labor Relations. In consultation with appropriate University administrators, the relevant dean or vice president will determine whether the conflict of interest can be eliminated. The final determination will be at the sole discretion of the relevant

dean or vice president. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible. If the conflict of interest cannot be eliminated, the supervisor's employment standing may need to be adjusted. In addition to the amorous relationship itself, a supervisor's failure to report the existence of the relationship with a subordinate employee is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

## **XI. PREVENTION, AWARENESS AND TRAINING PROGRAMS**

The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming Students and new Employees receive primary prevention and awareness programming as part of their orientation, and returning Students and current Employees receive ongoing training and related education and awareness programs. The University provides training, education and awareness programs to Students and Employees to ensure broad understanding of this Policy and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

For a description of the University's Prohibited Conduct prevention and awareness programs, including programs on minimizing the risk of incidents of Prohibited Conduct and bystander intervention, see the University's annual Clery reports (found online at: <http://publicsafety.uconn.edu/police/clery/about-clery/uconn-and-the-clery-act/>).

## **XII. OBLIGATION TO PROVIDE TRUTHFUL INFORMATION**

All University community members are expected to provide truthful information in any report, investigation, or proceeding under this Policy. Submitting or providing false or misleading information in bad faith or with a view to personal gain or intentional harm to another in connection with an incident of Prohibited Conduct is prohibited and subject to disciplinary sanctions under The Student Code (for Students), The Code of Conduct (for Employees), and any other applicable and appropriate University policy or policies. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are not later substantiated.

## **XIII. RELATED POLICIES**

### **A. STUDENTS**

Responsibilities of Community Life: The Student Code:  
[http://www.community.uconn.edu/student\\_code.html](http://www.community.uconn.edu/student_code.html)

### **B. EMPLOYEES AND THIRD PARTIES**

Policy Statement: People With Disabilities: <http://policy.uconn.edu/?p=419>

Protection of Minors and Reporting of Child Abuse and Neglect Policy:

<http://policy.uconn.edu/?p=6754>

Non-Retaliation Policy: <http://policy.uconn.edu/?p=415>

Policy Statement: Affirmative Action and Equal Employment Opportunity:

<http://policy.uconn.edu/?p=102>

Age Act Policy: <http://policy.uconn.edu/?p=2007>

Code of Conduct (employees): <http://policy.uconn.edu/?p=140>

Code of Conduct for University of Connecticut Vendors: <http://policy.uconn.edu/?p=2718>

Policy on Employment and Contracting for Service of Relatives:

<http://policy.uconn.edu/?p=357>

#### **XIV. POLICY REVIEW**

This Policy is maintained by the Office of Institutional Equity (OIE). The University will periodically review and update this Policy and will evaluate, among other things, any changes in legal requirements, existing University resources, and the resolution of cases from the preceding year (including, but not limited to, timeframes for completion and sanctions and remedies imposed).

**University of Connecticut**  
*Responsibilities of Community Life: The Student Code*

**“We never educate directly, but indirectly by means of the environment. Whether we permit chance environments to do the work, or whether we design environments for the purpose makes a great difference.” (John Dewey 1933, p. 22).**

**Preamble**

Admission to the University of Connecticut means acceptance into a new and special kind of community - an academic community. With acceptance comes a responsibility to uphold and build upon the values and the traditions that have served to define and to strengthen this community over time. New students are welcomed as partners in a fellowship of learning and personal growth. Membership in the University of Connecticut academic community should be considered a privilege and an honor by those students who are invited to join.

The “spirit of inquiry” lies at the heart of our community. It is the realization that the act of learning is essential to personal growth. The desire to know and the willingness to explore require the strength to resist the false promises of shortcuts and substitutes in the process of learning. The spirit of inquiry is the passion and the patience to commit oneself to a continual journey toward understanding.

Incorporating the spirit of inquiry into one’s life as a student is not easy. It calls for curiosity, stamina, vulnerability, honesty, grace, courage, and integrity. A student needs to look beyond comfortable assumptions in search of new perspectives and seek the very information that might change one’s mind. To adopt the spirit of inquiry is to consciously decide to explore opportunities that may be hidden in contradictions. Facing the unfamiliar, making decisions on the value as well as on the meaning of new information, reflecting on the “how” and the “why” of personal choices, and accepting responsibility for one’s actions are all part of this process.

The spirit of inquiry can only flourish in an environment of mutual trust and respect, and that environment cannot be limited to the classroom or to the lab. Each member of the community must have the opportunity to participate fully in the process of learning and understanding if the community as a whole is to remain strong and vital. Therefore, all members must accept responsibility for creating an environment that promotes individual growth and builds community through the safe, respectful exchange of diverse thought, opinion, and feeling.

Unfortunately, a few students may abuse the freedom inherent in such an environment. Students who breach the trust that has been extended to them by the University community shall be held accountable for their actions. *Responsibilities of Community Life: The Student Code* describes the process for addressing such matters. It rests on the principles of individual development, community involvement, and fairness. Therefore, whenever appropriate, it encourages alternative methods of dispute resolution.

**Introduction**

The University of Connecticut seeks to balance the needs and the rights of the individual with the welfare of the community as a whole. Students are expected to conduct themselves in a manner that is consistent with the values embraced by the University community and reflected in its various policies, contracts, rules and regulations, including those contained herein.

This document is intended to describe the types of acts that are not acceptable in an academic community as well as the general process by which they will be addressed (including the types of sanctions that may be imposed). Procedural rules consistent with the provisions of this code will be developed as necessary from time to time so that fundamental fairness may prevail.

Students do not lose their rights as citizens of or visitors in this country when they become members of the University community. Conversely, they do not shed their responsibilities. For example, the University supports a student’s freedom of expression and expects that freedom to be exercised by the student in a manner that does not violate the law or University policy.

Maintaining a balance between the individual and the community is a continual process that requires insight, sensitivity, and diligence on the part of each member of the University. Students are encouraged to become involved in University programs and services that promote this effort. For more information on these and other opportunities, please contact Community Standards.

### **Part I: Student Conduct Authority**

The University of Connecticut *Responsibilities of Community Life: The Student Code (The Student Code)* was approved by the Board of Trustees on April 11, 2000. It is administered under the direction of the Office of the Provost and Executive Vice President for Academic Affairs (Provost). The Vice President for Student Affairs shall coordinate recommendations from members of the University community regarding suggested revisions to *The Student Code*, and shall present proposed substantive changes to the Student Life Committee of the Board of Trustees for consideration by the full Board.

### **Part II: Definitions**

The following selected terms are defined in an effort to facilitate a more thorough understanding of *The Student Code*. This list is not intended to be a complete list of all the terms referenced in *The Student Code* that might require interpretation or clarification. The Director of Community Standards shall make the final determination on the definition of any term found in *The Student Code*.

1. **“Administrative hearing officer,” “hearing body,” or “student conduct officer”** means a University staff member who is authorized to determine the appropriate resolution of an alleged violation of *The Student Code*, and/or to impose sanctions or affect other remedies as appropriate. Subject to the provisions in this code, an administrative hearing officer, as well as a student conduct officer, is vested with the authority to, among other duties, investigate a complaint of an alleged violation of *The Student Code*; decline to pursue a complaint; refer identified disputants to mediation or other appropriate resources; establish *The Student Code* alleged violations regarding a respondent; approve a case resolution form developed with a respondent; conduct an administrative hearing; impose sanctions; approve sanctions recommended by another hearing body; chair and/or advise a hearing or Probation Review Committee; and conduct an appellate review.
2. **“Appellate body”** means any person or persons authorized by the Provost, Vice President for Student Affairs, or designee to conduct a review of a decision reached by a hearing body.
3. **“Business day”** means any day, Monday through Friday, that the University is open.
4. **“Complainant”** means any person who believes that said person has been a victim of another student’s misconduct. If the complainant is a student, that student will have the same rights under *The Student Code* as are provided to the respondent, even if another member of the University community referred or reported the allegation itself.
5. **“Designee”** refers to a staff or faculty member who has responsibility for implementing the student conduct process or administering the student conduct system, in part or in whole.
6. **“Director of Community Standards”** refers to that person in Student Affairs, designated by the Provost to be responsible for the overall coordination of the University student conduct system, including the development of policies, procedures, and education and training programs. The Director of Community Standards may serve as an administrative hearing officer, student conduct officer, and/or an appellate body. As used in this document, “Director of Community Standards” includes the Director’s designee.
7. **“Hearing board/Committee advisor”** means an administrative hearing officer who observes a hearing body or the Probation Review Committee throughout the hearing/meeting and during the hearing body’s/committee’s private deliberations for the purpose of providing information and interpretations relative to the University student conduct system and *The Student Code*.
8. **“Incident database”** means the electronic database used to track an incident and the response taken.
9. **“Instructor”** means any faculty member, teaching assistant, or any other person authorized by the University to provide educational services (e.g., teaching, research, or academic advising).
10. **“May”** is used in the permissive sense.
11. **“Member of the University community”** includes any person who is a student, instructor, or University staff member; any other person working for the University, either directly or indirectly (e.g., private enterprise on campus); or any person who resides on University premises. A person’s status in a particular situation shall be determined by the Director of Community Standards.
12. **“Policy”** is defined as the written regulations, standards, and student conduct expectations adopted by the University and found in, but not limited to, *The Student Code*; *The On-Campus Housing Contract*; the *University of Connecticut*



*Policy Against Discrimination, Harassment, and Related Interpersonal Violence*; graduate and undergraduate catalogs; and other publicized University notices.

13. **“Probation Review Committee”** shall review University Probation removal petitions upon the request of a student or registered student organization at least six months after the student is placed on University Probation. The Probation Review Committee shall typically consist of at least two University community members. Generally, a Probation Review Committee shall have an advisor. Probation Review Committees do not conduct hearings of alleged violations.
14. **“Referring party”** means any person who submits an allegation that a student violated *The Student Code*.
15. **“Report”** means any allegation of alleged misconduct against a student or student organization. “Report” is used interchangeably with “complaint” in this document.
16. **“Respondent”** means any student accused of violating *The Student Code*.
17. **“Shall”** and **“Will”** are used in the imperative sense.
18. **“Student”** means any person admitted, registered, enrolled, or attending any University course or University conducted program; any person admitted to the University who is on University premises or University-related premises for any purpose pertaining to the person’s registration or enrollment.
19. **“Student conduct file”** means the printed/written/electronic file, which may include, but is not limited to, incident report(s), correspondence, academic transcript, witness statements, and student conduct history.
20. **“Student organization”** means an association or group of persons that has complied with the formal requirements for University recognition by the Department of Student Activities.
21. **“Support person”** means any person who accompanies a respondent or complainant for the limited purpose of providing support and guidance. A support person may not directly address the hearing body, student conduct officer(s), question witnesses, or otherwise actively participate in the student conduct process, including hearings.
22. **“University”** means the University of Connecticut.
23. **“University official”** includes any person employed by the University to perform administrative, instructional, or professional duties.
24. **“University premises”** includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University, either solely or in conjunction with another entity.
25. **“Witness”** means any individual who has direct knowledge of an incident. Character witnesses are not part of the student conduct process.

### **Part III: Proscribed Conduct**

*The Student Code* applies to students and to their registered organizations. Unless otherwise noted, use of the term “student” in this document shall apply to the student as an individual and to a registered student organization as a single entity, as applicable. Registered student organizations may be held accountable through Department of Student Activities’ policies and/or *The Student Code*. The officers or the leaders of a particular registered student organization usually will be expected to represent the organization during the student conduct process. Nothing in this code shall preclude holding certain members of an organization accountable for their individual acts committed in the context of or in association with the organization’s alleged violation of *The Student Code*.

Individual accountability is a cornerstone of *The Student Code*. Normally, the influence of drugs and/or alcohol on a student’s judgment or behavior will not be accepted as a mitigating factor with respect to the resolution of an act of misconduct.

#### **A. Jurisdiction of the University**

1. Each student shall be responsible for one’s conduct from the time of admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if the conduct is not discovered until after a degree is awarded). *The Student Code* shall apply to a student’s conduct even if the student withdraws from the University while a student conduct matter is pending.

2. The University may apply *The Student Code* to students whose misconduct has a direct and distinct adverse impact on the University community, its members, and/or the pursuit of its objectives regardless of where such conduct may occur. The following examples describe the kinds of off-campus acts that might be addressed through the University student conduct system. They are illustrative in intent and they should not be regarded as all-inclusive: driving under the influence of alcohol or drugs; physical/sexual assault; sale/distribution of illegal substances; and malicious destruction of property. Should the Director of Community Standards reasonably determine that a particular alleged act of off-campus misconduct falls within the jurisdiction of the University, the case will be referred to the University student conduct system.
3. University student conduct proceedings may be instituted against a student without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution resulting from the same or related conduct. Proceedings under *The Student Code* may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus at the discretion of the Director of Community Standards. Determinations made or sanctions imposed under *The Student Code* shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the defendant in the criminal matter.

## **B. Conduct Rules and Regulations**

As members of the University community, students have an obligation to uphold *The Student Code* as well as to obey federal, state, and local laws. The Director of Community Standards shall make the final determination on what constitutes a potential violation of *The Student Code* and shall establish the specific behavioral violation(s) as appropriate.

The following list of behaviors is intended to represent the types of acts that constitute violations of *The Student Code*. Although the list is extensive, it should not be regarded as all-inclusive. All community members are responsible for knowing and observing all University policies and procedures.

1. Violation of the *Academic Integrity in Undergraduate Education and Research* policy (Appendix A).
2. Disruptive behavior, which is defined as participating in or inciting others to participate in the disruption or obstruction of any University activity, including, but not limited to: teaching, research, events, administration, student conduct proceedings, the living/learning environment, or other University activities, on or off-campus; or of other non-University activities when the conduct occurs on University premises; or of the living environment, on or off-campus.
3. Harming behavior, which includes, but is not limited to, the true threat of or actual physical assault or abuse and also includes harassment. For the purposes of *The Student Code*, bullying is considered a form of harassment.

Harassment is the severe or repeated use by one or more students of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at another individual that has the effect of: causing physical or emotional harm to the individual or damage to the individual's property; placing the individual in reasonable fear of harm to the individual and/or the individual's property; or infringing on the rights of other University community members to fully participate in the programs, activities, and mission of the University.

Bullying means the repeated use of a written, oral or electronic communication, or a physical act or gesture by one or more individuals, repeatedly directed at another individual that: (i) causes physical or emotional harm or damage to property, (ii) places the target of such behavior in reasonable fear of harm to self, or of damage to property, (iii) creates a hostile environment or otherwise infringes on the rights of such individual or (iv) substantially disrupts the education process. Bullying shall include, but not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

In determining whether an act constitutes harassment, Community Standards will consider the full context of the conduct, giving due consideration to the protection of University climate, individual rights, freedom of speech, academic freedom and advocacy. Not every act that might be offensive to an individual or a group constitutes harassment and/or a violation of *The Student Code*.

4. Violation of the *University of Connecticut Policy Against Discrimination, Harassment, and Related Interpersonal Violence*.
5. Endangering behavior, which includes, but is not limited to, conduct that threatens or endangers the health or safety of any person including one's self.
6. Hazing, defined as any activity without reasonable or legitimate educational value expected of someone for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization that humiliates, degrades, or risks emotional, psychological, and/or physical harm, regardless of a person's willingness to participate.
7. Misuse of alcohol and/or other drugs including but not limited to:
  - a. *Illegal consumption and/or possession*. Possession of alcohol is limited to persons 21 years of age or older. If an individual is under 21 years of age, that person is not permitted to consume alcohol or carry alcohol on their person on or off University property.
  - b. *Strength of alcohol*. Any alcohol that is stronger than 80 proof is not permitted on University of Connecticut property except where approved for academic purposes of the University.
  - c. *Serving, distributing, and/or obtaining alcohol*. Serving, distributing to, or obtaining alcohol for any individual who is under 21 years of age is prohibited. Allowing any person under the age of 21 to consume alcohol is also prohibited. Providing alcohol to a person who is visibly intoxicated and/or pressuring others to use alcohol is prohibited.
  - d. *Public consumption*. No alcohol is to be consumed in public areas and open containers of alcohol are not permitted in public areas on University property except in designated locations where the permittee assumes all liability of properly monitored events. "Public areas" are defined as any area that could be used for general use including, but not limited to, stairways, hallways, lounges, bathrooms, dining halls, arenas, libraries, academic and administration buildings, and outside buildings on University property.
  - e. *Location for consumption*. Alcohol can only be consumed on University of Connecticut property where there is a liquor permit to serve alcohol or as defined by University policies. A consumer can only ingest alcohol at the event location.
  - f. *Alcohol procurement*. Alcohol may not be purchased with University funds or Student Trustee Organization funds.
  - g. *Tap systems*. No tap systems to administer alcohol may be used on University property except by a licensed permittee.
  - h. *Common source containers*. Common source containers containing alcohol are prohibited on University property. This includes, but is not limited to, kegs and beer balls.
  - i. *Off-campus functions*. All Registered Student Organizations (RSOs) must participate in the Student Activities Off-Campus Event Advising Process to receive risk management advising. Law School student organizations must assure compliance with the *School of Law Alcohol Policy*.
  - j. *Driving under the influence*. Driving under the influence of alcohol and/or drugs is prohibited.
  - k. *Illegal drugs and paraphernalia*. Possession and/or consumption of illegal drugs, including marijuana, is prohibited. Possession of drug paraphernalia is prohibited on University of Connecticut property.
  - l. *Medications*. Prescription drugs are permitted on University of Connecticut property if accompanied by an authentic medical prescription. Use of legal medication outside the parameters of the medical authorization is prohibited. Possession and/or use of prescription medications not prescribed to the user is prohibited.

Although Connecticut state law permits the use of medical marijuana, the use, possession, and/or cultivation of marijuana remains a crime under federal law. As a recipient of federal funding, the University is required to prohibit the use and/or possession of all federally controlled substances, including marijuana. Therefore, the possession and use of marijuana in any form, even if accompanied by an authentic medical prescription, is prohibited on all University property and/or during any University activities.

- m. *Selling, distributing, or manufacturing drugs*. The sale, distribution, and/or manufacturing of controlled substances or illegal drugs, including marijuana, except as expressly permitted by law, is prohibited.

8. Use, possession, or distribution of firearms, weapons, facsimile of weapons, fireworks, explosives, or dangerous chemicals.
9. Uncooperative behavior, which includes, but is not limited to, uncooperative behavior and/or failure to comply with the directions of, providing false information, and/or failure to identify oneself to University officials or law enforcement officers acting in the performance of their duties.
10. The setting of or participation in unauthorized fires; the unauthorized or improper possession, use, removal, or disabling of fire safety equipment and warning devices; failure to follow standard fire safety procedures; or interference with firefighting equipment or personnel.
11. Assisting another person in the commission, or attempted commission, of a violation of *The Student Code*. This includes hosting a non-student who commits a violation.
12. Violation of published University policies, rules, or regulations.
13. Violation of the *On-Campus Housing Contract*.
14. Theft, which includes, but is not limited to, attempted or actual theft of property or services.
15. Forcible entry and/or unauthorized presence in University-owned buildings or property. Reasonable notice of authority, or lack thereof, shall be given.
16. Unauthorized possession, duplication, or misuse of University property or other personal or public property, including, but not limited to, records, electronic files, telecommunications systems, forms of identification, and keys.
17. Damage or misuse of property, which includes, but is not limited to, attempted or actual damage to or misuse of University property or other personal or public property.
18. Violation of federal, state or local law.
19. Abuse of the University student conduct system, including but not limited to:
  - a. Disruption or interference with the orderly conduct of a student conduct proceeding.
  - b. Falsification, distortion, or misrepresentation of information to a student conduct officer or hearing body.
  - c. Influencing or attempting to influence another person to commit an abuse of the student conduct system.
  - d. Attempting to discourage an individual's proper participation in, or use of, the student conduct system.
  - e. Attempting to intimidate or retaliate against a member of the hearing body or any other participant prior to, during, and/or after a student conduct proceeding.
  - f. Institution of a student conduct code proceeding in bad faith.
  - g. Failure to comply with the sanction(s) imposed under *The Student Code*.

## **Part IV: Student Conduct Policies**

### **A. Allegations**

1. Any person may file a report concerning alleged misconduct of any student or registered student organization. Reports shall be prepared in writing, either by the individual reporting the conduct or by the staff member collecting a verbal referral, and directed to the Director of Community Standards. Complaints regarding alleged misconduct by a student or registered student organization at a regional campus shall be directed to the Associate Vice Provost or designee at that campus. A report should be submitted as soon as possible after the alleged misconduct takes place.
2. The Director of Community Standards shall determine if a complaint alleges or addresses a potential violation of *The Student Code* and will notify the respondent of such allegations. The decision to continue a matter through the conduct process is the decision of the Director of Community Standards.
3. Generally, the Director of Community Standards will assign a student conduct officer(s) to the case who will investigate and schedule administrative conferences with the respondent(s) and other individuals as deemed necessary and appropriate.

## **B. Administrative Conferences and Investigations**

1. The administrative conference is a meeting between a respondent and a student conduct officer to review a complaint/incident, explain the student conduct process, and review possible options for resolving the matter. There may be multiple administrative conferences as an incident is investigated.
2. A fair and impartial investigation will be conducted by the student conduct officer. The respondent and complainant, if applicable, may provide information in person and/or submit a written account, provide the names of incident witnesses for possible interviews with the student conduct officer, provide witness statements and any documentation that may be relevant to the facts of the incident. The student conduct officer will make a reasonable effort to obtain supporting documentation regarding the incident from other University entities or other resources.

Upon completion of the investigation, the student conduct officer, applying a preponderance of the evidence standard, will determine if any violations of *The Student Code* occurred.

3. After reviewing the incident and the investigation with the respondent and complainant, if any, the student conduct officer will determine whether the case may be resolved by way of a case resolution form or an administrative hearing. A student who agrees to resolve any violation(s) without an administrative hearing shall have no right to appeal.
4. Either party may request an administrative hearing. If the resolution will be through an administrative hearing, the complainant, if any, will have the same rights as the respondent as indicated in *The Student Code*. The student conduct officer or hearing body will, in writing, disclose to the alleged victim of any crime of violence, non-forcible sex offense, or sexual harassment the results of the conduct matter regarding factual determination(s) and sanction(s) that specifically pertain to the alleged victim.

## **C. Administrative Hearing Bodies**

The Director of Community Standards will assign either an administrative hearing officer(s) or an academic misconduct hearing board to conduct an administrative hearing depending on the nature of the matter.

1. **Administrative hearing officers:** The Director of Community Standards designates and trains administrative hearing officers annually. Administrative hearing officers are University officials. They may conduct hearings on any type of alleged violation of *The Student Code*. Administrative hearing officers may impose any sanction as appropriate. Typically, a hearing will consist of one or two administrative hearing officers.
2. **Academic misconduct hearing board:** Academic misconduct hearing boards for undergraduate academic integrity issues shall typically consist of two faculty members, two students, and one hearing advisor. They may conduct hearings on any alleged violation regarding *Academic Integrity in Undergraduate Education and Research* (Appendix A). The board may impose any sanction as appropriate. Academic consequences are determined by the instructor.

## **D. Administrative Hearing**

Generally, an administrative hearing brings several people together in an effort to allow for the full consideration of an allegation that a student has violated *The Student Code*. The hearing participants may include the investigating student conduct officer(s), respondent(s), complainant(s), witnesses, member(s) of the hearing body, a hearing advisor, and a support person for each respondent or complainant.

All participants are expected to be respectful of each other's purpose in the hearing process and to conduct themselves according to the direction of the hearing body. In an effort to be as fair as possible to the respondent and complainant, if applicable, student conduct procedures may be modified. Community Standards may modify the procedures after taking into consideration the support and privacy needs of the parties and/or other potential hearing participants. This may include, but is not limited to, alteration of the hearing room setup, use of multiple rooms, video-conferencing equipment, or other electronic means.

1. Normally, an administrative hearing will be conducted within fifteen (15) business days of an investigation report being submitted to Community Standards.
2. The respondent and complainant, if applicable, shall each have the right to:
  - a. Be notified of all alleged violations by means of the address (University e-mail, residence hall address, or permanent address) provided by the student via the Registrar's Office. Typically, this will be done via e-mail, which will provide a link to the documentation.

- b. Review the completed investigation report, which includes all supporting documentation.
  - c. Be informed about the hearing process.
  - d. A reasonable period of time to prepare for a hearing.
  - e. Request a delay of a hearing due to extenuating circumstances. The decision to grant or deny any such request is within the discretion of the hearing body.
  - f. Be notified of the proposed information to be presented and to know the identity of witnesses who have been called by the hearing body to speak at the hearing or provide written information for the hearing when such information is known by the Director of Community Standards prior to the hearing.
  - g. Be accompanied by a support person during the portions of the hearing in which the student is participating. A student should select a support person whose schedule allows attendance at the scheduled date and time for the administrative hearing because delays will not be allowed due to the scheduling conflicts of a support person.
  - h. Be present at the pertinent stages of the hearing process as indicated by the Director of Community Standards. The deliberations of the hearing body are private.
  - i. Submit a written response to the investigation report prior to the hearing. The decision to not present information is not an admission of responsibility.
  - j. Propose witnesses for the hearing in accordance with procedures outlined below.
  - k. Respond to statements and other information presented at the hearing.
  - l. Present a personal or community impact statement to the hearing body upon a finding of "In Violation."
3. An administrative hearing shall be conducted by a hearing body in accordance with the procedures listed below. When a University official serves as the sole member of the hearing body, that official may also be referred to as the "chair." Specific hearing bodies may adopt additional procedures that are not inconsistent with the provisions of *The Student Code*.
- a. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in these proceedings.
  - b. A hearing shall be conducted in private.
  - c. Admission of any person into the hearing room shall be at the discretion of the chair of the hearing body. The chair shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.
  - d. When a hearing involves more than one respondent, the Director of Community Standards may, at the Director's discretion, permit the administrative hearings concerning each student to be conducted either separately or jointly.
  - e. If a respondent and/or complainant, after receiving notification, does not appear for a hearing, the hearing will proceed without the student(s).
  - f. Except as directed by the chair, the support person's role in a hearing shall be limited to that of a consultant to the respondent or complainant.
  - g. The identity of any witnesses, along with a summary of information expected to be provided by the witness, must be provided to the hearing chair at least two business days before the hearing. The hearing chair may elect not to permit one or more witnesses to participate in the hearing if the information they are expected to provide is not relevant to any material issue; is deemed unnecessarily redundant of other information already in the record; and/or they were interviewed in connection with the investigation and the information they are expected to provide is already captured in the investigation report. The party proposing a witness is responsible for any communication with the witness regarding attendance at the hearing. The hearing body may request the attendance of witnesses not proposed by the parties. The hearing body cannot compel the attendance of witnesses at the hearing.
  - h. The respondent, complainant, investigating student conduct officer, and any witnesses will provide information to and answer questions from the hearing body. Questions may be suggested by the investigating student conduct officer, respondent and/or complainant to be answered by each other or by other witnesses. This will be conducted by the hearing body with such questions directed to the chair, rather than to the individuals directly. This method is used to preserve the educational tone of the hearing and to avoid creation of an adversarial environment. Questions of whether potential information will be received shall be resolved at the discretion of the chair.
  - i. Pertinent records, exhibits, and written statements should be provided during the investigation stage of the process. Any additional information may be accepted for consideration by the hearing body at its discretion as long as such information was provided in accordance with *The Student Code*. Information presented by a student during a hearing that indicates a potential violation of *The Student Code* may be investigated at a future time.
  - j. The hearing body will review the final investigation report to determine whether the investigation was conducted in a fair, impartial, and reliable manner; the information is sufficient to support the factual findings; and there is a rational basis, applying a preponderance of the evidence standard for the recommended findings

- regarding a potential violation of *The Student Code*. In conducting this hearing, the hearing body may accept or reject the investigating student conduct officer's findings in whole or in part.
- k. When a student respondent has been found "In Violation" of *The Student Code*, the hearing body shall review the student's academic transcript and student conduct history, hear impact statements by the respondent, complainant, and investigating student conduct officer, and impose the appropriate sanction(s). Character references and/or letters of support are not accepted.
  - l. Following the hearing, the hearing body shall advise the respondent in writing of its determination and of the sanction(s) imposed, if any. The hearing body will disclose to the alleged victim of any crime of violence, non-forcible sex offense, or sexual harassment, the results of the hearing, in writing, regarding factual determination(s) and sanction(s) that specifically pertain to the alleged victim.
  - m. All procedural questions are subject to the final decision of the chair or the hearing board advisor of the hearing body.
4. All administrative hearings will be recorded and the University will maintain the audio recordings as required by Connecticut state law. All such recordings are the property of the University. Participants are prohibited from making their own recording. Upon written request, a respondent or complainant may review the audio recording and make appropriate arrangements for it to be transcribed on University premises. Arrangements for a transcriber and all associated costs involved in the transcription will be the responsibility of the requesting individual.

## E. Sanctions

1. The following sanctions may be imposed, individually or in various combinations, on any student found to have violated *The Student Code*. Please note this is not an exhaustive list of sanctions:
  - a. **Warning:** A notice that the student has violated *The Student Code* and a warning that another violation will likely result in a more severe sanction, which could include University Probation, University Suspension, or University Expulsion.
  - b. **University Probation:** University Probation is an indefinite period of time where the student is given the opportunity to modify unacceptable behavior, to complete specific assignments, and to demonstrate a positive contribution to the University community in an effort to regain student privileges within the University community. After six months from being placed on University Probation, the student may apply for a review of the student's probationary status. The student will need to meet with the Probation Review Committee and demonstrate significant contributions, both of an academic and co-curricular nature, to the University community. The Probation Review Committee will determine if the student will continue on University Probation or if the University Probation is lifted. The decision of the committee is final and not subject to appeal. If it is decided that University Probation will continue, the student may re-apply in six months after the committee's decision. Due to the student's conduct history, there is the possibility of University Suspension or University Expulsion if the student is found in violation of *The Student Code* a subsequent time.
  - c. **University Suspension:** University Suspension is separation from the University for a designated period of time after which the student shall be eligible to apply for readmission to the University. Readmission to the University is not guaranteed. Conditions for consideration of readmission may be specified. A student's reacceptance into the student's school or college is at the discretion of the school or college. A student who is on suspension is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property without securing prior approval from the Director of Community Standards. A notation of "Suspension" shall be placed on the student's official transcript until graduation. However, the student may petition the Director of Community Standards for earlier removal of the notation upon completion of the suspension. The University of Connecticut will not accept credits earned at another institution during a period of suspension.
  - d. **University Expulsion:** University Expulsion is permanent separation from the University. A student who has been expelled is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property. A permanent notation of "Expulsion" shall be placed on the student's transcript.
  - e. **Additional Sanctions:** The following may be given in conjunction with any of the above:
    - i. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
    - ii. **Restitution:** Compensation for loss of or damage to property or services rendered. This may take the form of appropriate service and/or monetary or material replacement.
    - iii. **Removal from Housing:** Separation of the student from University approved housing for a designated period of time after which the student shall be eligible to return. Removal may include loss of dining privileges. At the sole discretion of the student conduct officer or hearing body, this sanction may be deferred to provide the student with a last opportunity to demonstrate that the student can be a positive member of the Residential Life community. If any violation(s) occurs in the residence halls, the sanction

would be immediately imposed. If, after two consecutive semesters, the student has had no further issues in the residence halls then the sanction will be considered complete.

- iv. **UConn Compass:** The UConn Compass program has a sanction component, which is designed to promote student engagement through co-curricular involvement. UConn Compass facilitators will assist students in designing a customized involvement plan based on their individual interests and academic plans.
  - v. **Educational Initiatives:** Projects; participation in health or safety programs (the student may be required to pay a fee); service to the University or to the larger community; seminars; and other assignments as warranted.
2. The following sanctions may be imposed upon registered student organizations:
    - a. Those sanctions listed above in Part IV, E.1.
    - b. Any sanction as defined in *Blueprints: A Manual for Registered Student Organizations*.
  3. Aggravated Violations: If a student is in violation of *The Student Code* and the behavior was directed toward an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical or mental disabilities, including learning disabilities, intellectual development disorders, and past/present history of a mental disorder, the student conduct officer or hearing body may enhance the sanctions.

## F. Appeals

1. A decision reached through the administrative hearing process may be appealed by the respondent(s) or complainant(s) to the next level of student conduct authority within five (5) business days of the decision. All appeals shall be in writing and shall be delivered to the designated appellate body via the mechanism identified by Community Standards. The decision reached as a result of an administrative conference may not be appealed.
2. Except as required to explain the basis of new information, an appeal shall be limited to a review of the student case file. The audio recording of the administrative hearing shall be available for the appellate body for review as necessary. The review shall be for one or more of the following purposes:
  - a. To determine whether the administrative hearing was conducted in conformity with prescribed procedures giving the complainant and investigating student conduct officer a reasonable opportunity to prepare and to present information that *The Student Code* was violated, and giving the respondent a reasonable opportunity to prepare and to present a response to those allegations.
  - b. To determine whether the sanction(s) imposed were appropriate for the determined violation(s) of *The Student Code*.
  - c. To consider new information, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original administrative hearing.
3. If an appeal is granted by the appellate body, the matter shall either be referred to the original hearing body for re-opening of the administrative hearing to allow reconsideration of the original determination or the appellate body will determine any change in sanctions. If an appeal is denied, the matter shall be considered final and binding upon all involved.

## G. Accommodations for Students with Disabilities

1. By federal law, a person with a disability is any person who: 1) has a physical or mental impairment; 2) has a record of such impairment; or 3) is regarded as having such an impairment, which substantially limits one or more major life activities such as self-care, walking, seeing, hearing, speaking, breathing, or learning.
2. A student requesting an accommodation in regard to an administrative conference, hearing, or probation review meeting must follow the appropriate process for requesting an accommodation through the Center for Students with Disabilities. The Center for Students with Disabilities will make a determination regarding the request and notify the appropriate parties.
3. Reasonable accommodations depend upon the nature and degree of severity of the documented disability. While the Americans with Disabilities Act of 1990 requires that priority consideration be given to the specific methods requested by the student, it does not imply that a particular accommodation must be granted if it is deemed not reasonable and other suitable techniques are available.



**Part V: Interim Administrative Action**

The Provost or designee may impose an interim University Suspension, an interim Removal from Housing, an interim Loss of Recognition, and/or other necessary restrictions on a student prior to a student conduct resolution on the student's alleged violation. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists.

Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the respondent, of the complainant, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the student conduct matter.

**Part VI: Maintenance and Review of Student Conduct Files**

Student conduct files are maintained separately from any other academic or official file at the University by the Director of Community Standards. Generally, information from the files is not released without the written consent of the student. However, certain information may be provided to individuals within or outside the University who have a legitimate legal or educational interest in obtaining it. Please refer to the federal [Family Educational Rights and Privacy Act of 1974](#), as amended.

The sanctions of "Suspension" and "Expulsion" will be noted on the student's official transcript. A suspension will be noted until graduation or four (4) years following the end of the period of suspension, whichever occurs first. An expulsion will be noted permanently.

A student conduct file is maintained chronologically by incident date and then by respondent name. A student may have more than one file. Generally, a student conduct file, including related documents, will be kept for seven (7) years from the date of the incident. This may include electronic and hard copy files. The student conduct file of an expelled student shall be retained indefinitely. Audio recordings of administrative hearings are used for appellate purposes only and are not part of the student conduct file. Audio recordings are generally retained until the end of the appeal process. Information contained in the incident database is maintained for seven (7) years from the date of the incident with the exception of expelled students. That information is retained indefinitely.

**Part VII: Interpretation and Revision**

1. Any question of interpretation regarding *The Student Code* shall be referred to the Director of Community Standards for final determination.
2. *The Student Code* shall be reviewed at least every three (3) years under the direction of the Vice President for Student Affairs. Substantive revisions shall be approved by the Board of Trustees.

**Appendix A**  
**Academic Integrity in Undergraduate Education and Research**  
**[Adopted March 2008]**

*The following policy on undergraduate academic integrity was originally formulated by the University of Connecticut Scholastic Standards Committee. It was adopted by the University Senate on March 31, 2008 and modified by the University Senate in December of 2012.*

This appendix of *The Student Code* describes the types of acts that shall be considered academic misconduct by undergraduates, and it presents the process for resolving complaints of academic misconduct.

**Student Academic Misconduct**

Academic misconduct is dishonest or unethical academic behavior that includes, but is not limited to, misrepresenting mastery in an academic area (e.g., cheating), failing to properly credit information, research, or ideas to their rightful originators or representing such information, research, or ideas as your own (e.g., plagiarism).

**A. Instructor's Role**

1. Instructors shall take reasonable steps to prevent academic misconduct in their courses and to inform students of course-specific requirements.
2. When the instructor of record or designee (instructor) believes that an act of academic misconduct has occurred, the instructor is responsible for saving the evidence in its original form and need not return any of the original papers or other materials to the student. Copies of the student's work and information about other evidence will be provided to the student upon request.
3. When an instructor believes there is sufficient information to demonstrate a case of academic misconduct, the instructor shall notify the student in writing of the allegation of misconduct and the academic consequences that the instructor will impose. The appropriate academic consequence for serious offenses is generally considered to be failure in the course. For offenses regarding small portions of the course work, failure for that portion is suggested with the requirement that the student repeat the work for no credit. The written notification shall also inform the student whether the case has been referred to the Academic Integrity Hearing Board (Board) for consideration of additional sanctions. The instructor shall send the written notification and send a copy to the Office of Community Standards (Community Standards) within five business days of having discovered the alleged misconduct. At the Regional Campuses, a copy shall be sent to the Office of Student Affairs (Regional Campus Student Affairs). Cases that are purely technical in nature, without any perceived intent to achieve academic advantage, may be reported at the discretion of the instructor.
4. In certain cases, the Dean of a school or college or designee may become aware of alleged academic misconduct and may bring a complaint forward to the Board.
5. The student has five business days from receipt of the written notice to respond to the instructor and/or to request a hearing (see "Academic Integrity Hearing Board"). If the student does not respond within the allotted time the instructor's sanctions shall be imposed. If the student requests a hearing the instructor shall forward the request to Community Standards or the Regional Campus Student Affairs. If the student and the instructor reach a mutually acceptable resolution of the case, the instructor shall notify Community Standards (or Regional Campus Student Affairs) of the agreement. The instructor shall also notify Community Standards (or Regional Campus Student Affairs) if the instructor withdraws the allegation of misconduct. A student who has been notified about an accusation of academic misconduct may not withdraw from the course in which the alleged misconduct has occurred without the approval of the instructor and the appropriate dean. If a student withdraws from a course during a pending academic misconduct case, any academic sanction imposed will overturn the withdrawal.
6. If a semester concludes before an academic misconduct matter is resolved, the student shall receive a temporary "I" (Incomplete) grade in the course until the instructor submits the appropriate grade.

**B. The Academic Integrity Hearing Board**

1. The Academic Integrity Hearing Board, which is administered by Community Standards, is comprised of two faculty members, two students, and a nonvoting chairperson, all of whom are appointed by the Director of Community Standards. At each Regional Campus, a designee working in conjunction with Community Standards is responsible for the organization and administration of their Academic Integrity Hearing Board. Hearing procedures will be in accordance with the hearing procedures described below. Community Standards will ensure that appropriate Dean(s) and Faculty are kept informed of the status of misconduct cases in a timely fashion.

2. The respondent or the accusing instructor may refer a case of alleged academic misconduct to Community Standards for it to be adjudicated by the Board. Community Standards will review all academic misconduct cases as they are received to determine if a case needs to be heard by the Board to determine if additional sanctions need to be considered. After receiving written notification of the academic misconduct from the instructor, Community Standards may meet with students to discuss additional sanctions outlined in *The Student Code* to determine if an agreement about additional sanctions can be reached. If an agreement cannot be reached between a student and Community Standards, the case will be heard by the Board.

### **C. Hearing on Academic Misconduct**

1. An essential component of any academic integrity hearing is the determination and the weighing of the facts that pertain to the allegation(s). Therefore, it is vital that personal statements and other information be presented clearly and factually. All participants are expected to be respectful of each other's purpose in the hearing process and to conduct themselves according to the direction of the Board.
2. Normally, an academic integrity hearing will be conducted within fifteen (15) business days of the respondent being notified of the hearing.
3. The complainant (instructor or designee) and the respondent shall each have the right to:
  - a. Be notified of all alleged violations by means of the address (University e-mail, residence hall address, or permanent address) provided by the student via the Registrar's Office. Typically, this will be done via e-mail which will provide a link to the documentation.
  - b. Review any written complaint(s) and supporting documents.
  - c. Be informed about the hearing process.
  - d. A reasonable period of time to prepare for a hearing.
  - e. Request a delay of a hearing due to extenuating circumstances. The decision to grant or deny any such request is within the discretion of the hearing body.
  - f. Submit a written account, a personal statement regarding the incident and/or any relevant documentation or records. All documentation must be provided by the date established by the non-voting chairperson. Documentation will not be accepted past the established deadline and failure to provide documentation by the established deadline will not be an acceptable reason for an appeal. The decision to not present information is not an admission of responsibility.
  - g. Provide the names and contact information of incident witnesses, those who have direct knowledge of the incident, and provide a list of questions for any incident witnesses, including the involved parties. This information must be provided by the date established by the non-voting chairperson. Failure to provide witness information by the established deadline will not be an acceptable reason for an appeal. The non-voting chairperson will make every effort to interview those witnesses with direct knowledge; however, the witness cannot be compelled to speak with the non-voting chairperson.
  - h. Be notified of the identity of witnesses who have been called to speak at the hearing or who have been asked to provide additional written information by the Board.
  - i. Be accompanied by a support person during the portions of the hearing in which the student is participating. A student should select a support person whose schedule allows attendance at the scheduled date and time for the academic integrity hearing because delays will not be allowed due to the scheduling conflicts of a support person.
  - j. Be present at the pertinent stages of the hearing process as indicated by the Director of Community Standards. The deliberations of the hearing body are private.
  - k. Present a personal or community impact statement to the hearing body upon a finding of "Responsibility."
4. An academic integrity hearing shall be conducted by the Board in accordance with the procedures listed below:
  - a. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in these proceedings.
  - b. A hearing shall be conducted in private.
  - c. Admission of any person into the hearing room shall be at the discretion of the Board. The Board shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.
  - d. When a hearing involves more than one respondent, the Director of Community Standards may, at the Director's discretion, permit the hearings concerning each student to be conducted either separately or jointly.
  - e. If a respondent or complainant, after receiving notification, does not appear for a hearing, the hearing will proceed without the absent party.
  - f. Except as directed by the chair, the support person shall limit his/her role in a hearing to that of a consultant to the respondent or complainant.
  - g. The identity of any witnesses must be provided to the Board at least two business days before the hearing. The Board may elect not to permit one or more witnesses to participate in the hearing if the information they are expected to provide is not relevant to any material issue and is deemed unnecessarily redundant of other information already in the record.

The party proposing a witness is responsible for any communication with the witness regarding attendance at the hearing. The Board may request the attendance of witnesses not proposed by the parties. The Board cannot compel the attendance of witnesses at the hearing.

- h. The respondent, complainant, and any witnesses will provide information to and answer questions from the Board. Questions may be suggested by the respondent or complainant to be answered by each other or by other witnesses. This will be conducted by the Board with such questions directed to the Board, rather than to the individuals directly. This method is used to preserve the educational tone of the hearing and to avoid creation of an adversarial environment. Questions of whether potential information will be received shall be resolved at the discretion of the chair.
  - i. Any additional information may be accepted for consideration by the hearing body at its discretion as long as such information was provided in accordance with *The Student Code*. Information presented by a student during a hearing that indicates a potential violation of *The Student Code* may be investigated at a future time.
  - j. The Board shall determine whether the respondent has violated the *Academic Integrity in Undergraduate Education and Research Policy*. The Board's determination shall be made on the basis of whether it is more likely than not that the respondent violated the policy.
  - k. When a respondent has been found "In Violation," the Board shall examine the student's academic transcript and student conduct history, accept impact statements by both the respondent and complainant, and then impose the appropriate sanction(s).
  - l. All procedural questions are subject to the final decision of the Board.
5. If the Board finds that the student is "Not in Violation" for the alleged misconduct, the Board shall not impose any sanctions and the instructor must reevaluate the student's course grade in light of the Board's finding.
  6. If the Board finds that the student is "In Violation", the instructor's grading sanction shall be imposed. The Board does not have the authority to change or influence the grading sanction imposed by the instructor.
  7. Upon consideration of a student's record of misconduct and/or the nature of the offense, the Board may impose additional sanctions. The Board should apply these sanctions in proportion to the severity of the misconduct. These sanctions may include any sanction as described in *The Student Code*.
  8. All academic integrity hearings will be recorded and the University will maintain the audio recordings as required by Connecticut state law and are the property of the University. Participants are prohibited from making their own recording. Upon written request, a respondent or complainant may review the audio recording and make appropriate arrangements for it to be transcribed on University premises. Arrangements for a transcriber and all associated costs involved in the transcription will be the responsibility of the requesting individual.

#### **D. Hearing Appeal**

1. The decision of the Board may be appealed to the Provost or designee. An appeal is not a new hearing. It is a review of the record of the hearing.
2. An appeal may be sought on three grounds:
  - a. On a claim of error in the hearing procedure that substantially affected the decision.
  - b. On a claim of new evidence or information material to the case that was not known at the time of the hearing.
  - c. To determine whether any additional sanction(s), not including academic consequences, imposed by the Board were appropriate for the violation based on the student's conduct history and/or significance of the violation.
3. Appeals on such grounds may be presented, specifically described, in writing within five business days of the announcement of the Board's decision.
4. The decision of the Provost or designee is final. There will be no further right of appeal.
5. The Provost or designee shall have the authority to dismiss an appeal not sought on proper grounds.
6. If an appeal is upheld, the Provost shall refer the case with procedural specifications back to the original Board who shall reconsider the case accordingly.

6/26/2017



# Protection of Minors and Reporting of Child Abuse and Neglect Policy

<b>Title:</b>	Protection of Minors and Reporting of Child Abuse and Neglect
<b>Policy Owner:</b>	Office of Audit, Compliance & Ethics
<b>Applies to:</b>	All personnel associated with the University including faculty, staff, volunteers, graduate and undergraduate students, interns, residents and fellows.
<b>Campus Applicability:</b>	All University campuses including Storrs, regional campuses, the Law School and UConn Health (University)
<b>Effective Date:</b>	April 1, 2016
<b>For More Information, Contact</b>	Minor Protection Coordinator/Office of Audit, Compliance & Ethics
<b>Contact Information:</b>	(860) 486-5682
<b>Official Website:</b>	<a href="http://minorprotection.uconn.edu">http://minorprotection.uconn.edu</a>

## 1. Reason for Policy

The University of Connecticut is committed to promoting a high quality, secure and safe environment for minors who are active in the University community. This policy and the accompanying procedures establish consistent standards intended to support the University in meeting its commitments to promote the protection of minors who participate in activities sponsored by the University and to inform all members of the University community of their obligation to report any instances of known or suspected child abuse or neglect.

## 2. Applies to

This policy applies to all University employees, including faculty, staff, volunteers, graduate and undergraduate students, interns, residents and fellows. Except as provided below, it also applies to any activity that takes place on University property or is sponsored by the University and is open to the participation of minors.

This policy does not apply to: (1) events open to the public where parents/guardians or adult chaperones are invited / expected to accompany and supervise their children; (2) undergraduate and graduate programs in which minors are enrolled for academic credit or have been accepted for enrollment; (3) students who are dually enrolled in University credit-bearing courses while also enrolled in elementary, middle, and/or high school, UNLESS such enrollment includes overnight housing in University facilities; (4) minors employed by the University; (5) field trips or visits solely supervised by a minor's school or organization; (6) patient-care related activities relating to minors; (7) non-university programs undertaking activities in or on University land or facilities under the sole supervision of said program; (8) university programs which take place outside of the University under the supervision of a separate organization; (9) licensed child care facilities; and (10) other activities granted advance and written exemption from part or all of the policy.

## 3. Definitions

**A. Authorized Adult:** A University employee, student, or volunteer (paid or unpaid) who has (1) successfully passed a Background Screening within the last four years, (2) completed the University

minor's protection training within the last year, and (3) has been registered with the University's Minor Protection Coordinator.

**B. University Sponsored Activities Involving Minors:** A program or activity open to the participation of minors that is sponsored, operated, or supported by the University and where minors, who are not enrolled or accepted for enrollment in credit-granting courses at the University or who are not an employee of the University, are under the supervision of the University or its representatives.

**C. Background Screening:** A criminal history search that is consistent with University Criminal Background Check Policies, which has been successfully completed within the past four years. Such investigation may include the following searches by a nationally recognized background check vendor:

- i. Social Security Number verification/past address trace;
- ii. federal criminal history record search for felony and misdemeanor convictions covering, at minimum, the last seven years in all states lived in;
- iii. a statewide or county level criminal history record search for felony and misdemeanor convictions covering, at minimum, the last seven years in all states lived in; and;
- iv. sex offender registry searches at the county level in every jurisdiction where the candidate currently resides or has resided.

**D. Child Abuse:** A non-accidental physical injury to a minor, or an injury that is inconsistent with the history given of it, or a condition resulting in maltreatment, such as, but not limited to, malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment, or cruel punishment.

**E. Child Neglect:** The abandonment or denial of proper care and attention (physically, emotionally, or morally) of a minor, or the permitting of a minor to live under conditions, circumstances, or associations injurious to the minor's well-being. (Connecticut General Statutes § 46b-120(6))

**F. Minor:** Any individual under the age of 18, who has not been legally emancipated.

**G. Mandated Reporter:** An individual designated under Section 17a-101(b) of the Connecticut General Statutes as someone who is required to report or cause a report to be made of Child Abuse or Child Neglect. All employees of the University, except student employees, are Mandated Reporters under state law.

**H. Minor Protection Coordinator:** An individual designated by the University to develop procedures to implement this policy and best practices for the protection of minors involved in University Sponsored activities involving minors, and to provide coordination, training, and monitoring in order to promote the effective implementation of this policy.

#### 4. Reporting Child Abuse or Neglect

Pursuant to state law, all University employees (except student employees) are Mandated Reporters of Child Abuse and/or Child Neglect and must comply with the reporting requirements in Connecticut's mandated reporting laws. (Connecticut General Statutes Sections [17a-101a to 17a-101d](#))

Connecticut state law, requires that reports of known or suspected child abuse or neglect be made orally, as soon as possible, but no later than **12 hours** to law enforcement or the Department of Children and Families (DCF), and followed up in writing within **48 hours**.

DCF's 24-hour hotline for reporting suspected Child Abuse or Child Neglect is (800) 842-2288, and additional guidance on these reporting requirements may be found here: <http://www.ct.gov/dcf/cwp/view.asp?a=2556&Q=314384>. (Last accessed 2/11/2016.)

University employees are protected under state law for the good faith reporting of suspected Child Abuse or Child Neglect, even if a later investigation fails to substantiate the allegations.

In addition to this statutory reporting requirement, University employees must also comply with any other University policies that impose additional reporting obligations, such as the Policy Against Discrimination, Harassment, and Related Interpersonal Violence.

## 5. Requirements for University Sponsored Activities Involving Minors

To better protect minors participating in activities sponsored by the University, all Programs must meet the following requirements, in addition to any applicable federal, state, or local law, and University policies. **Please Note:** A more comprehensive description of the following requirements are detailed in the accompanying procedures.

**A.** University Sponsored activities involving minors must register with the University's Minor Protection Coordinator with sufficient advance notice to confirm the requirements of this policy have been met.

**B.** No individual, paid or unpaid, shall be allowed to supervise, chaperone, or otherwise oversee any Minor who participates in University Sponsored activities involving minors unless he or she is an Authorized Adult.

**C.** All University Sponsored activities involving minors must implement standards to safeguard the welfare of participating minors, and must also comply with University standards included in the accompanying procedures.

**D.** All University Sponsored activities involving minors are subject to periodic audits to verify compliance with this policy and the accompanying procedures.

**E.** Any exceptions must be requested with sufficient notice and approved in writing by the Minor Protection Coordinator in consultation with Minor Protection Oversight Committee prior to the start of program operations.

## 6. Enforcement



Violations of this policy may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, and applicable Student Code.

## Policy History

Policy Created: April 1, 2016 [Approved by the President's Cabinet]

## Procedures

Procedures for the Protection of Minors and Reporting of Child Abuse and Neglect can be found at: <http://minorprotection.uconn.edu/wp-content/uploads/sites/1652/2016/03/Procedures-for-the-Protection-of-Minors-and-Reporting-of-Child-Abuse-and-Neglect.pdf>.

 State of Connecticut Department of Correction  <b>ADMINISTRATIVE          DIRECTIVE</b>	Directive Number 2.2	Effective Date 9/15/2008	Page 1 of 10
	Supersedes Sexual Harassment, dated 5/1/2007		
Approved By 	Title Sexual Harassment		

1. Policy. It is the policy of the Department of Correction to provide its employees with a workplace free of sexual harassment, retaliation and related misconduct. The Department shall investigate and provide appropriate discipline, remedial measures and resolution for each complaint and each reported violation of this policy. Any employee who engages in conduct prohibited by this policy shall be subject to discipline, up to and including termination. Any non-employee who violates this policy shall be counseled and may be subjected to loss of benefits including but not limited to loss of visitation rights, cancellation of contract, and denial of right to be on Department property. Some of the provisions of this policy are intentionally broader than the prohibitions against sexual harassment provided under state and federal law.
  
2. Authority and Reference.
  - A. United States Code, 42 USC 2000e.
  - B. Code of Federal Regulations, 29 CFR 1604.11.
  - C. Connecticut General Statutes, Sections 18-81, 46a-60, 46a-68 and Chapter 14.
  - D. Orr v. State of Connecticut, Docket No. CV3:02CV1368(AHN/HBF).
  - E. Allen v. Armstrong, Docket No. CV3:02CV1370(AHN/HBF), Stipulated Agreement, April 17, 2003.
  - F. Regulations of Connecticut State Agencies, Sections 46a-68- 31 through 74 inclusive.
  - G. Administrative Directives, 1.10, Investigations, 2.1, Equal Employment Opportunity and Affirmative Action, 2.6, Employee Discipline, and 2.17, Employee Conduct.
  - H. American Correctional Association, Standards for the Administration of Correctional Agencies, Second Edition, April 1993, Standard 2-CO-1C-11.
  - I. American Correctional Association, Standards for Adult Correctional Institution, Fourth Edition, January 2003, Standard 4-4056.
  - J. American Correctional Association, Performance-Based Standards for Adult Local Detention Facilities, June 2004, Standard 4-ALDF-7E-01.
  - K. American Correctional Association, Standards for Juvenile Detention Facilities, 2002 Standards Supplement, January 1993, Standard 3-JDF-1C-05-1.
  - L. American Correctional Association, Standards for Adult Probation and Parole Field Services, Third Edition, August 1998, Standard 3-3053.
  - M. American Correctional Association, Standards for Correctional Training Academies, First Edition, May 1993, Standard 1-CTA-1C-14.
  
3. Definitions. For the purposes stated herein, the following definitions apply:



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- A. Related Misconduct. Failure of a supervisor or manager to comply with the requirements for detecting, reporting and intervention set forth in this Directive.
  - B. Retaliation. Any intimidation, threat, coercion, discrimination or other restraint against an employee, volunteer, vendor, contractor or visitor to a Department facility because the individual:
    - 1. made a written or verbal complaint of sexual harassment, retaliation, or related misconduct;
    - 2. resisted or opposed any conduct that violates this Directive;
    - 3. refused to participate in or condone any conduct that violates this Directive; or,
    - 4. testified at, assisted in or otherwise participated in any investigation or proceeding concerning sexual harassment.
  - C. Sexual Harassment. Any unwelcome sexual advance, request for sexual favors, disparagement or hazing on the basis of gender, gender identity or sexual orientation, or conduct, verbal or physical, that is of a sexual nature or that is addressed to sexual attributes when:
    - 1. submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
    - 2. submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions affecting the individual;
    - 3. such conduct has the purpose or effect of creating an intimidating, hostile or offensive working environment; or,
    - 4. such conduct substantially and adversely affects the working conditions of an employee or person providing services as a vendor, volunteer or contractor or the privileges of any non-inmate at a Department facility.
  - D. Terms and Conditions of Employment. Working conditions and benefits of all kinds, including but not limited to assignment, shift, promotional opportunities, training opportunities, treatment, and discipline.
4. General Principles.
- A. Sexual harassment is a form of misconduct that undermines the integrity of the employment relationship and the professionalism and efficiency of the Department.
  - B. This policy shall protect both employees and non-employees including volunteers, vendors, contractors, and visitors.
  - C. This policy protects employees from sexual harassment in their employment, regardless of the source of the sexual harassment.
  - D. This policy prohibits sexual harassment by employees against other employees and against non-employees at Department facilities.
  - E. This policy does not prohibit normal, courteous, respectful, pleasant and non-coercive interactions.

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- F. Identification of conduct, verbal or physical, as sexual harassment does not depend on the intention or motivation of the actor but on whether such conduct meets the definition of sexual harassment and/or could reasonably be perceived as sexual harassment by the person experiencing it.
  - G. Conduct need not be repeated, severe or pervasive to constitute a violation of this Directive.
  - H. Sexual harassment may occur between individuals of either gender and between individuals of the same gender as well as those of different genders.
5. Specific Prohibitions of Sexual Harassment. Any conduct that constitutes sexual harassment as defined in Section 3 of this Directive is prohibited. The following specific conduct are examples of sexual harassment that violates this policy:
- A. Sexual flirtation or touching;
  - B. Advances or propositions after an indication that such are unwelcome;
  - C. Verbal conduct of a sexual nature;
  - D. Graphic or sexually suggestive comment about an individual's dress, body, sexual attributes, sexual activities, gender identity, or sexual orientation;
  - E. Use of sexually degrading words to describe an individual;
  - F. Display in the workplace of sexually suggestive objects, pictures, or photographs;
  - G. Making a comment or starting or spreading a rumor that has the effect of embarrassing, ridiculing, or demeaning an individual on the basis of his or her sexual attributes, gender identity, or sexual orientation;
  - H. Making a decision concerning an employee's terms or conditions of employment on the basis of an employee's refusal to submit to sexual advances or any kind of sexual harassment as defined herein or threatening or insinuating that such refusal will adversely affect an employee's terms and conditions of employment in any way;
  - I. Making a decision concerning an employee's terms or conditions of employment or stating or insinuating that any term or condition of employment will be favorably affected by an employee's willingness or appearance of willingness to tolerate sexual advances or other sexual harassment, as defined herein;
  - J. Jokes, pranks, vandalism or banter that tend to denigrate or show hostility toward an individual or group on the basis of gender, sexual attributes, or sexual orientation;
  - K. Sexual assault;
  - L. Exposing one's genitals, buttocks or breasts; or,
  - M. Unnecessary touching or physical interference with the movements of another person.
6. Specific Prohibitions of Retaliation. Any conduct that constitutes retaliation as defined in Section 3 of this Directive is prohibited. The following specific conduct, when engaged in because the employee has refused to participate in sexual harassment or because an employee has reported, complained of, or otherwise opposed any violation of this policy, are examples of retaliation that violates this policy.

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Some of these examples of retaliatory conduct may also constitute sexual harassment:

- A. Taking any adverse action against an employee with regard to any term or condition of employment;
  - B. Subjecting an employee to a hostile work environment in any way, including but not limited to:
    - 1. shunning or ostracizing the employee;
    - 2. labeling the employee a "snitch" or a "rat" or calling the employee lewd, disgusting or derogatory names;
    - 3. stalking or harassing the employee;
    - 4. making obscene, threatening, harassing or hang-up telephone calls;
    - 5. refusing or threatening to refuse to provide back-up support in performing work duties, including emergencies;
    - 6. engaging in demeaning gossip or spreading of rumors;
    - 7. divulging private information about the employee, except as required by directives governing reporting and investigations;
    - 8. tampering with, vandalizing or interfering with the employee's security equipment, vehicle or personal belongings;
    - 9. denying the employee timely and adequate restroom breaks; or,
    - 10. preventing the employee from making radio transmissions.
  - C. Selectively disciplining the employee or selectively threatening to impose discipline against the employee;
  - D. Holding the employee to a higher standard of performance than other co-workers;
  - E. Denying the employee training opportunities, favorable transfers or promotions;
  - F. Giving the employee unfair or inaccurate performance evaluations;
  - G. Telling other employees, with the exception of other managers or supervisors that have a need to know, or inmates that an employee has made a complaint or identifying an employee as the person who made a complaint, except as required by directives governing reporting and investigations;
  - H. Refusing to investigate when the employee reports violations of rules, regulations or directives or refusing to take corrective action when such violations are found to have occurred;
  - I. Taking adverse action toward a person who has participated in or supported the investigation of a complaint of violation of this Directive or who has refused to participate in a violation of this Directive;
  - J. Involuntarily transferring the employee to different and less desirable facilities, positions or shifts; or,
  - K. Subjecting a complainant to discipline for failing to make an immediate report of conduct that violates this Directive.
7. Employee Responsibility. An employee shall not engage in behavior that constitutes sexual harassment, retaliation or related misconduct. The Department will not tolerate violations of this Directive and strongly encourages victims of sexual harassment to report such harassment as

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soon as feasible after it occurs. Any employee who witnesses sexual harassment, retaliation or related misconduct or who becomes aware that an employee has been subjected to sexual harassment, retaliation or related misconduct should report same to a supervisor, manager, the Unit Administrator or the Affirmative Action Unit as soon as feasible and must do so immediately if the conduct jeopardizes the safety or security of the operation or of personnel.

8. Manager or Supervisor Responsibility.

- A. Each manager or supervisor has a responsibility to maintain the workplace free of any form of sexual harassment, retaliation or related misconduct, to monitor working conditions in order to detect violations of this Directive, and to take prompt action to correct and report any violation through the chain of command.
- B. Any manager or supervisor who witnesses conduct that violates this Directive or receives a report of conduct that is alleged to violate this Directive shall immediately report such conduct to a senior manager or the Unit Administrator, who shall advise the Equal Employment Opportunity Director of any violation or alleged violation as soon as feasible.
- C. Failure of a manager or supervisor to take action upon witnessing or receiving a report of sexual harassment or sexual misconduct committed by an inmate against an employee constitutes a violation of this Directive.

9. Filing a Complaint. The Department shall investigate and remedy sexual harassment, retaliation and related misconduct that come to its attention whether or not an employee has made a complaint. The following procedures apply to complaints:

- A. A complaint of sexual harassment, retaliation or related misconduct shall be made within sixty (60) days of the conduct complained of; however, the Equal Employment Opportunity Director has discretion to accept and investigate complaints made after sixty (60) days and shall do so for good cause shown. The Equal Employment Opportunity Director shall accept and investigate such complaints without a showing of good cause for delay if they allege ongoing or continuous misconduct that has continued by the same alleged wrongdoer(s) within the sixty-day period.
- B. Complaints may be made in the following ways:
  - 1. On CN 2101, Affirmative Action Complaint Form. The complainant may attach CN 6601, Incident Report to the complaint form (additional forms and documents are not required);
  - 2. By any other written complaint, letter or report;
  - 3. By telephone;
  - 4. In person; or,
  - 5. By filing a complaint with the Equal Employment Opportunities Commission (EEOC) or the Connecticut Commission on Human Rights and Opportunities (CHRO), which refer such complaints to the Department.

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- C. A complaint of violation of this Directive may be made directly to any of the following in any of the ways listed in Section 9(B) of this Directive:
1. Affirmative Action Unit;
  2. Human Resources;
  3. Unit Administrator or Director;
  4. Any manager or supervisor;
  5. The independent consultant appointed by the Permanent Commission on the Status of Women (PCSW); or,
  6. The Permanent Commission on the Status of Women.
- D. Any of the above recipients of a verbal complaint shall, within five (5) business days, reduce the complaint to writing and give it to the Equal Employment Opportunity Director, who shall notify the complainant of the need to sign the complaint with or without revisions. The investigatory and other obligations, and the time limits set forth, shall not commence, in the case of a verbal complaint, unless and until the complaint is signed. The Affirmative Action Unit shall acknowledge receipt of the complaint through written confirmation provided to the complainant.
- E. In addition to making a complaint within the Department, an employee may make a complaint to other agencies, which have jurisdiction to investigate and remedy such complaints. The filing of a complaint with such agencies shall not terminate the Department's investigation of a complaint related to the same allegations.
- F. If a complaint concerns a situation that should have also been the subject of an incident report, but where no such incident report was filed, no discipline beyond formal counseling shall be imposed for such failure, and counseling shall not be imposed in retaliation for the filing of a complaint of a violation of this Directive. Discipline shall not be imposed unless:
1. The Commissioner determines that the delay in filing an incident report materially threatened the safety or security of the institution; and,
  2. The Commissioner has consulted with the Consultant to the Permanent Commission on the Status of Women before imposing any discipline for late reporting. Discipline shall not be imposed if the delay was caused by good faith reasons including, but not limited, to fear of retribution, embarrassment or other disincentives, or delay in ascertaining that the acts at issue were related to sexual harassment, retaliation or related misconduct.

10. Investigation of Complaint.

- A. The Affirmative Action Unit shall send each complainant a written acknowledgment of receipt of the complaint.
- B. Any recipient of a verbal complaint shall, within five (5) business days, reduce the complaint to writing and give it to the Equal Employment Opportunity Director, who shall notify the complainant of the need to sign the complaint.

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- The investigatory and other obligations, and the time limits set forth, shall not commence, in the case of a verbal complaint, unless and until the complaint is signed.
- C. The Affirmative Action Unit shall conduct and complete a fair, objective, comprehensive, and, to the extent possible, confidential investigation into each and every complaint of sexual harassment, retaliation or related misconduct. At the complainant's request, investigations shall be conducted at a confidential, off-site location.
  - D. The investigation should be completed within forty-five (45) days; however the time to investigate may be extended for good cause, upon three (3) days written notice to the complainant and the PCSW Consultant. The Department shall comply with CHRO regulations that require resolution of complaints within ninety (90) days unless good cause is shown for a longer period for resolution.
  - E. The Unit shall forward its report of the completed investigation to Human Resources for a determination whether a pre-disciplinary hearing should be afforded to the person or persons identified as having engaged in sexual harassment, retaliation or related misconduct. After that determination and the conclusion of any such hearing, Human Resources shall follow the routing process for recommendation of level of discipline to the Commissioner, who shall make the final decision on the actions to be taken.
  - F. The Affirmative Action Unit shall, for purposes of assessing credibility, determine from its records whether a person claimed to have violated this Directive has been identified in past complaints of conduct violating this Directive and what findings or corrective action were taken by the Department.
  - G. The Affirmative Action Unit shall not represent the Department in any EEOC or CHRO proceedings concerning complaints of sexual harassment or retaliation. Such representation shall be assigned by the Commissioner.
  - H. In the course of investigation, the Affirmative Action Unit shall report to the Department of Public Safety any conduct that the investigator or the Equal Employment Opportunity Director reasonably believes constitutes criminal conduct, regardless of any mitigating or other circumstances.
  - I. At least once a month until the final resolution of the complaint, the Affirmative Action Unit shall inform the complainant and the subject(s) of the complaint, in writing, of the status of the investigation, disciplinary process, including all appeals.
  - J. In the event of a determination that there is not sufficient evidence to substantiate a finding of a violation of this Directive, the complainant and the subject(s) of the complaint shall be notified within five (5) business days of this determination.
  - K. Investigation of a complaint shall not be suspended because of the filing of the same complaint with the EEOC or the CHRO. Upon adoption of the final report and discipline to be imposed, if any, the complainant shall be promptly notified in writing that the investigation has concluded and informed of the discipline imposed. Upon request, the complainant shall be provided with the final report and any letters of discipline consistent with the

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provisions of Chapter 14 of the Connecticut General Statutes (Freedom of Information Act).

11. Disciplinary Action. Any employee, manager or supervisor who is found, after investigation, to have (a) engaged in conduct prohibited by this Directive; (b) failed to cooperate fully and truthfully in an investigation; or (c) to have lied or given false testimony during the course of an investigation shall be subject to consequences appropriate to the violation, including discipline up to and including dismissal. A person who is the victim of alleged misconduct under this Directive shall not be subject to discipline solely for choosing not to pursue a complaint or because a complaint is not substantiated.  
  
Any manager or supervisor who is found, after investigation to have (a) engaged in related misconduct as define in Section 3(C) of this Directive; (b) been negligent in pursuing appropriate action to enforce this policy; or (c) failed to comply with the obligations it imposes on manager or supervisors, shall be subject to consequences appropriate to the violation, including discipline up to and including dismissal.
12. Remedial Action. Upon a recommendation from the Equal Employment Opportunity Director or the Commissioner's own determination, the Commissioner may order appropriate measures to remedy conditions that violate this Directive. Such remedial measures may include steps necessary to protect the complainant, other employees, and supportive witnesses from harassment or retaliation during and after the investigation, including but not limited: to counseling the alleged harasser to refrain from conduct that may be, or perceived to be harassing or retaliatory; transferring or placing on administrative leave the alleged harasser; or offering the complainant, where available an administrative transfer to another facility or location. No complainant shall be transferred in connection with a complaint of sexual harassment, retaliation, or related misconduct to a shift different from the complainant's current shift unless the complainant agrees in writing to such a shift change.
13. Appeal. If the complainant disagrees with the findings of the investigation, the complainant may request that the Commissioner or designee review the findings. An employee shall make such a request in writing to the Commissioner or designee within fifteen (15) calendar days of the notification of finding. The Commissioner or designee shall conduct a review and notify the complainant of the results of the review.
14. Confidentiality. The identity of a complainant and the facts and circumstances of a complaint and pending investigation shall, to the extent possible, be kept confidential and shared only on a need-to-know basis.
15. File Management. The complaint file, including all information and documents pertinent to the complaint, shall be maintained in the Affirmative Action Unit.

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16. Notification of Complainant's Rights. Upon receiving a complaint of violation of this Directive, the Affirmative Action Unit shall provide the complainant with written information setting forth:
- A. the procedures and deadlines governing the Department's investigation and resolution of the complaint;
  - B. the complainant's right to file complaints with the EEOC and CHRO and the deadlines and procedures applicable to filing such complaints; and,
  - C. the names and telephone numbers of persons and organizations, within and outside of the Department, to contact with questions concerning the complainant's rights and/or the investigation process:
    - 1. United States Equal Employment Opportunity Commission (EEOC), John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203.
 

Contact numbers are:

      - a. Telephone. (617) 565-3200 or (800) 669-4000;
      - b. TTY. (800) 669-6820; and,
      - c. Website. www.eeoc.gov.
    - 2. Connecticut Commission on Human Rights and Opportunities (CHRO), 21 Grand Street, Hartford, CT 06106.
      - a. Contact numbers are:
        - 1. Telephone. (800) 477-5737;
        - 2. TTY. (860) 541-3459; and,
        - 3. Website. www.ct.gov/chro.
      - b. CHRO Regions:
        - 1. Capital Region, 999 Asylum Avenue, 2<sup>nd</sup> Floor, Hartford, CT 06105. Telephone: (860) 566-7710.
        - 2. Southwest Region, 1057 Broad Street, Bridgeport, CT 06604. Telephone: (203) 579-6246.
        - 3. West Central Region, Rowland State Government Center, 55 West Main Street, Suite 210, Waterbury, CT 06702. Telephone: (203) 805-6530.
        - 4. Eastern Region, 100 Broadway, City Hall, Norwich, CT 06360. Telephone: (860) 886-5703.
17. Compliance Report. The Commissioner and the Equal Employment Opportunity Director shall compile and evaluate data concerning sexual harassment, retaliation, and related misconduct, investigation of such complaints and disciplinary and remedial actions taken, and shall prepare quarterly written reports that shall be made available to all Department employees.



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18. Working Group on Sexual Harassment. The Commissioner shall establish a Working Group on Sexual Harassment, which shall consist of outside experts and advisors in the field of sexual harassment and women employed within the public safety profession. The members of the working group shall be chosen, in equal numbers, by the Commissioner, the Permanent Commission on the Status of Women, and the Office of the Attorney General.

The Working Group on Sexual Harassment shall assist the Department in the review of existing Department policies, procedures and practices, and in the development of recommendations and best practices to address and correct any sexual harassment, retaliation, related misconduct and sexually hostile working conditions within the Department.

The Working Group on Sexual Harassment shall be co-chaired by the Executive Director of the Permanent Commission on the Status of Women and the Equal Employment Opportunity Director. The group shall meet at least quarterly with Department staff (including the Director of Human Resources, the Director of Training and Staff Development, and the Commissioner).

19. Advisory Committee on Women's Issues. The Commissioner shall establish an Advisory Committee on Women's Issues which shall: (a) provide a forum for employees to express their views concerning sexual harassment and retaliation; and (b) review, discuss and offer recommendations to enhance the employment policies, practices and working conditions of female employees in the Department.

The Advisory Committee on Women's Issues shall be chaired by the Equal Employment Opportunity Director. The committee shall include employees from the various levels and worksites of the Department. The committee may include representatives from the Office of the Attorney General and the Permanent Commission on the Status of Women. The Commissioner shall appoint members from employees who respond to the general notice soliciting candidates. Department employees who are members shall be released from their regular duties. The Commissioner shall determine the size of the committee. The Advisory Committee shall meet at least quarterly.

20. Exceptions. Any exceptions to the procedures in this Administrative Directive shall require prior written approval from the Commissioner.

**VII. Attachment**

**Sexual Assault, Intimate  
Partner Violence and  
Stalking Reporting and  
Resources Brochures**

## If You Have Experienced Sexual Assault, Intimate Partner Violence, or Stalking

### Immediate steps

- **Go to a safe place.** Your RA's room, a friend's room, or any open offices on campus.
- **Call someone you trust.** A friend, family member, or victim advocate are good resources. You do not have to go through this alone.
- **Preserve evidence.** After sexual assault, do not shower until you have considered whether to have a no-cost sexual assault forensic exam within 120 hours of the assault. You do not need to make a formal report or press charges to have a sexual assault forensic exam. Save the clothes you were wearing (unwashed) in a paper or cloth bag. After sexual assault, intimate partner violence, and/or stalking, take photos of any damage or injury and keep communication records (e.g. texts, emails, letters).

### Within 24 hours

- **Seek out support.** You may want to turn to an advocate or counselor for support and advice. They will talk with you about your options for additional support services and reporting.
- **After unwanted physical contact, get medical attention.** A medical provider can check for and treat physical injury, sexually transmitted infections, and pregnancy. You do not need to make a formal report or press charges to receive medical care.

### At any time

- **Consider making a formal report.** You are encouraged to report what happened to both the police and the University. You can decide how much you would like to participate in any investigation process.
- **UConn can help.** Campus-based resources, like the Dean of Students Office, can help you with changes to your housing, classes, work, and more. You do not need to make a formal report or press charges to receive help from UConn.

## UConn's Commitment to a Safe and Supportive Community

**UConn is committed to creating and maintaining a campus environment free from all forms of sexual assault, intimate partner violence, and stalking. All reports are taken with the utmost seriousness. Retaliation against any person who makes a report is strictly prohibited.**

You are not alone. You do not have to make a formal report or press charges to receive support. The resources listed in this brochure can help with a range of assistance measures, including: medical and counseling services; academic support; modifications to working and living situations; assistance with transportation, financial aid, visa, and immigration issues; enacting University no-contact letters; referrals to legal and advocacy services; and more.

### Employee Reporting

The University cares deeply about supporting victim-survivors and protecting community safety. Therefore, under UConn's employee reporting policies, most employees who witness or receive a report of sexual assault, intimate partner violence or stalking must report the incident to the Office of Institutional Equity (OIE). Exceptions include employees who are empowered by law to maintain confidentiality, such as those in Student Health Services and Counseling and Mental Health Services.

Under the federal Clery Act, many employees also have a duty under federal law to report crimes to the UConn Police Department. Their report to police will include the date, time, place, and nature of the incident.



**Office of Institutional Equity and the Title IX Coordinator**  
WOOD HALL, FIRST FLOOR  
241 GLENBROOK ROAD, UNIT 4175  
STORRS, CT 06269  
860.486.2943

UConn complies with all applicable federal and state laws regarding non-discrimination, equal opportunity, affirmative action, and providing reasonable accommodations for persons with disabilities. Contact: Office of Institutional Equity; (860) 486-2943; equity@uconn.edu; <http://www.equity.uconn.edu>.

03/2017



## Sexual Assault Intimate Partner Violence Stalking

### Reporting and Resources

### What is Sexual Assault\*?

Sexual assault consists of sexual contact and/or sexual intercourse that occurs without consent. Sexual assault can happen to anyone, regardless of gender.

### What is Consent\*?

Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed-upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity [like kissing] does not imply consent to other forms of sexual activity [like sex]. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs, both voluntarily or involuntarily consumed, may not give consent. Past consent of sexual activity does not imply ongoing future consent.

### What is Intimate Partner Violence (IPV)\*?

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include sexual assault, stalking, and physical assault. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional, and/or physical.

### What is Stalking\*?

Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their safety or the safety of others, or to experience substantial emotional distress. Stalking includes "cyber stalking," a particular form of stalking in which a person uses electronic media, such as the Internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

## Reporting and Investigations

Victim-survivors are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **Victim-survivors have the right to report assaults without further participation in any investigation.**

### UConn Police Department

**Available 24 hours a day, 7 days a week**

126 North Eagleville Road, Storrs  
860.486.4800 | police.uconn.edu

- Responsible for all criminal investigations for on-campus crimes
- An officer from the Special Victims Unit is assigned as the primary contact with the victim-survivor throughout the investigation
- For off-campus crimes, state or local police are responsible for investigations

### The Office of Community Standards

**8 a.m. – 5 p.m., Monday – Friday**

Wilbur Cross Building, Room 301  
233 Glenbrook Road, Storrs  
860.486.8402 | community.uconn.edu

- Investigates when the accused individual is or may be a UConn student
- Enacts University no-contact letters

### The Office of Institutional Equity (OIE) and the Title IX Coordinator

**Available 8 a.m. – 5 p.m., Monday – Friday**

Wood Hall, First Floor  
241 Glenbrook Road, Storrs  
860.486.2943 | titleix.uconn.edu

- Investigates when the accused individual is a UConn employee
- UConn's Title IX Coordinator, Elizabeth Conklin, is responsible for ensuring that all reports are addressed and investigated by UConn

## Confidential Resources (On-Campus)

**NOT required to report to OIE**

### Student Health Services

**Advice Nurse on call 24/7: 860.486.4700\***

234 Glenbrook Road, Storrs  
Phone: 860.486.2719 (Appointment Desk)  
shs.uconn.edu

- Crisis and follow-up care for victim-survivors
- **Free** medical examinations, medications, STD testing, and referrals to counseling
- Site for sexual assault forensic examinations (Fall and Spring semesters)

*\* During semester and summer breaks, advice nurse is available 8:30 a.m. – 4:30 p.m. daily*

### Counseling and Mental Health Services (CMHS)

**Therapist on call 24/7: 860.486.4705\***

**Office hours 8:30 a.m. – 4:30 p.m., Monday – Friday**  
Arjona Building, 337 Mansfield Road, Storrs  
860.486.4705 | counseling.uconn.edu

- Immediate crisis intervention and therapy for recent or past victim-survivors
- Therapists can be accessed by appointment, walk-in, or after-hours emergency

*\* During semester and summer breaks, therapist is available 8:30 a.m. – 4:30 p.m. daily*

### Stronger Support Group

**Contact CMHS for meeting times: 860.486.4705**

- Confidential support and discussion group for UConn student victim-survivors
- Supportive, confidential environment to help victim-survivors gain strength and empowerment

While a victim-survivor's conversation with any University employee will be kept *private* (will not be shared unnecessarily with others), only a conversation with a confidential resource can be kept *confidential* (will not be shared with anyone without the express consent of the victim-survivor).

## Confidential Resources (Off-Campus)

**NOT required to report to OIE**

**All services are free and confidential.**

### Connecticut Alliance to End Sexual Violence

**Statewide Hotline: 1.888.999.5545 (24/7)**

**Spanish Hotline: 1.888.568.8332 (24/7)**

- Crisis and short-term counseling
- Hospital, police, and court accompaniment
- Information and referral services, including to legal assistance
- Support for victim-survivors of sexual violence

### Storrs-Mansfield and Avery Point Areas

**Local Hotline: 860.456.2789**

Sexual Assault Crisis Center of Eastern Connecticut  
90 South Park Street, Willimantic  
78 Howard Street, Suite C1, New London

### Waterbury Area

**Local Hotline: 203.753.3613**

Safe Haven of Greater Waterbury  
29 Central Avenue, Waterbury

### Torrington Area

**Local Hotline: 860.482.7133**

Susan B. Anthony Project  
179 Water Street, Torrington

### Hartford Area

**Local Hotline: 860.547.1022**

YWCA Sexual Assault Crisis Services  
75 Charter Oak Ave., Building 1, Suite 1-304, Hartford

### Stamford Area

**Local Hotline: 203.329.2929**

Center for Sexual Assault Crisis Counseling & Education  
733 Summer Street, Suite 503, Stamford

### Connecticut Coalition Against Domestic Violence

**Statewide Hotline: 1.888.774.2900 (24/7)**

**Spanish Hotline: 1.844.831.9200 (24/7)**

- Support for victim-survivors of domestic or dating violence and stalking
- 24-hour crisis counseling

## Non-Confidential Resources (On-Campus)

**Required to report to OIE**

### Dean of Students Office

**8 a.m. – 5 p.m., Monday – Friday**

Wilbur Cross Building, Second Floor  
233 Glenbrook Road, Storrs  
860.486.3426 | dos.uconn.edu | dos@uconn.edu

- Assists with academic and other concerns including changes or modifications to class schedules, rescheduling exams, and more
- The Assistant Dean of Students can explain the available resources and University investigation process, and can assist students throughout the course of the investigation
- You do not need to make a formal report or press charges to receive help from the Dean of Students Office

### Department of Residential Life

**RA's and Hall Directors are on call 24/7 during the academic year.**

Whitney Hall, Garden Level  
1346 Storrs Road, Storrs  
860.933.2220 | reslife.uconn.edu

- Knowledgeable and able to provide information about campus services
- Assists victim-survivors with navigating the campus investigation process
- Manages changes in housing

### Women's Center

**8 a.m. – 5 p.m., Monday – Friday**

Student Union, Fourth Floor  
2110 Hillside Road, Storrs  
860.486.4738 | womenscenter.uconn.edu

- Provides advocacy and support, including accompaniment during reporting and investigations
- Information and referral services
- Assists victim-survivors regardless of gender identity



## If You Have Experienced Sexual Assault, Intimate Partner Violence, or Stalking

### Immediate steps

- **Go to a safe place.** A friend's room, or any open offices on campus.
- **Call someone you trust.** A friend, family member, or victim advocate are good resources. You do not have to go through this alone.
- **Preserve evidence.** After sexual assault, do not shower until you have considered whether to have a no-cost sexual assault forensic exam within 120 hours of the assault. You do not need to make a formal report or press charges to have a sexual assault forensic exam. Save the clothes you were wearing (unwashed) in a paper or cloth bag. After sexual assault, intimate partner violence, and/or stalking, take photos of any damage or injury and keep communication records (e.g. texts, emails, letters).

### Within 24 hours

- **Seek out support.** You may want to turn to an advocate or counselor for support and advice. They will talk with you about your options for additional support services and reporting.
- **After unwanted physical contact, get medical attention.** A medical provider can check for and treat physical injury, sexually transmitted infections, and pregnancy. You do not need to make a formal report or press charges to receive medical care.

### At any time

- **Consider making a formal report.** You are encouraged to report what happened to both the police and the University. You can decide how much you would like to participate in any investigation process.
- **UConn can help.** Campus-based resources, like the Dean of Students Office, can help you with changes to your housing, classes, work, and more. You do not need to make a formal report or press charges to receive help from UConn.

## UConn's Commitment to a Safe and Supportive Community

UConn is committed to creating and maintaining a campus environment free from all forms of sexual assault, intimate partner violence, and stalking. All reports are taken with the utmost seriousness. Retaliation against any person who makes a report is strictly prohibited.

You are not alone. You do not have to make a formal report or press charges to receive support. The resources listed in this brochure can help with a range of assistance measures, including: medical and counseling services; academic support; modifications to working and living situations; assistance with transportation, financial aid, visa, and immigration issues; enacting University no-contact letters; referrals to legal and advocacy services; and more.

### Employee Reporting

The University cares deeply about supporting victim-survivors and protecting community safety. Therefore, under UConn's employee reporting policies, most employees who witness or receive a report of sexual assault, intimate partner violence or stalking must report the incident to the Office of Institutional Equity (OIE). Exceptions include employees who are empowered by law to maintain confidentiality, such as those in Student Health Services and Counseling and Mental Health Services.

Under the federal Clery Act, many employees also have a duty under federal law to report crimes to the UConn Police Department. Their report to police will include the date, time, place, and nature of the incident.



**Office of Institutional Equity and the Title IX Coordinator**  
WOOD HALL, FIRST FLOOR  
241 GLENBROOK ROAD, UNIT 4175  
STORRS, CT 06269  
860.486.2943

UConn complies with all applicable federal and state laws regarding non-discrimination, equal opportunity, affirmative action, and providing reasonable accommodations for persons with disabilities. Contact: Office of Institutional Equity; (860) 486-2943; equity@uconn.edu; <http://www.equity.uconn.edu>.

04/2017

**UConn**  
UNIVERSITY OF CONNECTICUT

## Sexual Assault Intimate Partner Violence Stalking

## Regional Campus Reporting and Resources



### What is Sexual Assault\*?

Sexual assault consists of sexual contact and/or sexual intercourse that occurs without consent. Sexual assault can happen to anyone, regardless of gender.

### What is Consent\*?

Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed-upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity [like kissing] does not imply consent to other forms of sexual activity [like sex]. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs, both voluntarily or involuntarily consumed, may not give consent. Past consent of sexual activity does not imply ongoing future consent.

### What is Intimate Partner Violence (IPV)\*?

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include sexual assault, stalking, and physical assault. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional, and/or physical.

### What is Stalking\*?

Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their safety or the safety of others, or to experience substantial emotional distress. Stalking includes "cyber stalking," a particular form of stalking in which a person uses electronic media, such as the Internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

\* Please note that these definitions are contained within UConn's policies and are not the same standard applied in a law enforcement proceeding.

## Reporting and Investigations

Victim-survivors are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **Victim-survivors have the right to report assaults without further participation in any investigation.**

### UConn Police Department

**Available 24 hours a day, 7 days a week**  
police.uconn.edu

- Responsible for all criminal investigations for on-campus crimes
- An officer from the Special Victims Unit is assigned as the primary contact with the victim-survivor throughout the investigation
- For off-campus crimes, state or local police are responsible for investigations

**Storrs**, 860.486.4800  
126 North Eagleville Road, Storrs

**Avery Point**, 860.405.9088  
Stone Cottage on the West Circle

**Hartford/School of Law**, 860.570.5173  
School of Law Library

**Stamford**, 203.251.9508  
UConn Parking Garage, third level

**Waterbury**, 203.236.9950  
UConn Campus Building, ground floor  
East Main Street, Waterbury

**Connecticut State Police**, 860.685.8190

### The Office of Community Standards

**8 a.m. – 5 p.m., Monday – Friday**  
Wilbur Cross Building, Room 301  
233 Glenbrook Road, Storrs  
860.486.8402 | community.uconn.edu

- Investigates when the accused individual is or may be a UConn student
- Enacts University no-contact letters

### The Office of Institutional Equity (OIE) and the Title IX Coordinator

**Available 8 a.m. – 5 p.m., Monday – Friday**  
Wood Hall, First Floor  
241 Glenbrook Road, Storrs  
860.486.2943 | titleix.uconn.edu

- Investigates when the accused individual is a UConn employee
- UConn's Title IX Coordinator, Elizabeth Conklin, is responsible for ensuring that all reports are addressed and investigated by UConn

## Confidential Resources (On-Campus)

**NOT required to report to OIE**

**Avery Point Counseling Services**  
**Walk-in hours and by appointment**  
Academic Building, ACD 114F  
860.405.9044

**Hartford Campus Counseling & Wellness Center**  
**9 a.m. - 4 p.m., Monday-Friday**  
Undergraduate Building, room 210  
85 Lawler Road, West Hartford  
860.570.9288

**School of Law Counseling Services**  
**Available by appointment, Monday-Thursday**  
860.916.5243

**Stamford Campus Counseling Center**  
**8:30 a.m. - 4:30 p.m., Monday-Friday**  
University Place, room 213, Stamford  
203.251.9597

**Waterbury Campus Counseling Services**  
**Walk-in hours and by appointment**  
99 East Main Street, room 112, Waterbury  
203.236.9817

While a victim-survivor's conversation with any University employee will be kept *private* (will not be shared unnecessarily with others), only a conversation with a confidential resource can be kept *confidential* (will not be shared with anyone without the express consent of the victim-survivor).

## Confidential Resources (Off-Campus)

**NOT required to report to OIE**  
**All services are free and confidential.**

**Connecticut Alliance to End Sexual Violence**  
**Statewide Hotline: 1.888.999.5545 (24/7)**  
**Spanish Hotline: 1.888.568.8332 (24/7)**

- Crisis and short-term counseling
- Hospital, police, and court accompaniment
- Information and referral services, including legal assistance
- Support for victim-survivors of sexual violence

**Avery Point and Storrs-Mansfield Areas**  
**Local Hotline: 860.456.2789**

Sexual Assault Crisis Center of Eastern Connecticut  
90 South Park Street, Willimantic  
78 Howard Street, Suite C1, New London

**Hartford Area**  
**Local Hotline: 860.547.1022**  
YWCA Sexual Assault Crisis Services  
75 Charter Oak Ave., Building 1, Suite 1-304, Hartford

**Stamford Area**  
**Local Hotline: 203.329.2929**  
Center for Sexual Assault Crisis Counseling & Education  
733 Summer Street, Suite 503, Stamford

**Waterbury Area**  
**Local Hotline: 203.753.3613**  
Safe Haven of Greater Waterbury  
29 Central Avenue, Waterbury

**Connecticut Coalition Against Domestic Violence**  
**Statewide Hotline: 1.888.774.2900 (24/7)**  
**Spanish Hotline: 1.844.831.9200 (24/7)**

- Support for victim-survivors of domestic or dating violence and stalking
- 24-hour crisis counseling

## Non-Confidential Resources (On-Campus)

**Required to report to OIE**

### Office of Student Services

- Assists with academic and other concerns including changes or modifications to class schedules, rescheduling exams, and more
- Explains the available resources and University investigation process, and can assist victim-survivors throughout the course of the investigation
- You do not need to make a formal report or press charges to receive help from the Office of Student Services

### Avery Point

Director of Student Services  
Branford House, Room 306  
1084 Shennecossett Road, Groton  
860.405.9024

### Hartford

Associate Director of Business and Student Services  
Hartford Campus, Room 225A  
85 Lawler Road, West Hartford  
860.570.9083

### School of Law

Director of Student Services  
Thomas J. Meskill Law Library, Room 221A  
39 Elizabeth Street, Hartford  
860.570.5244

### Stamford

Director of Student Services  
Stamford Campus, Room 201  
1 University Place, Stamford  
203.251.8484

### Waterbury

Associate Director of Student Services  
Waterbury Campus, Room 228F  
99 East Main Street, Waterbury  
203.236.9871



## If You Have Experienced Sexual Assault, Intimate Partner Violence, or Stalking

### Immediate Steps

- **Go to a safe place.** A friend or family member's apartment or house, or any open offices on campus.
- **Call someone you trust.** A friend, family member, or victim advocate are good resources. You do not have to go through this alone.
- **Preserve evidence.** After sexual assault, do not shower until you have considered whether to have a no-cost sexual assault forensic exam within 120 hours of the assault. You do not need to make a formal report or press charges to have a sexual assault forensic exam. Save the clothes you were wearing (unwashed) in a paper or cloth bag. After sexual assault, intimate partner violence, and/or stalking, take photos of any damage or injury and keep communication records (e.g. texts, emails, letters).

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- **Consider making a formal report.** You are encouraged to report what happened to both the police and the University. You can decide how much you would like to participate in any investigation process.
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## UConn's Commitment to a Safe and Supportive Community

UConn is committed to creating and maintaining a campus environment free from all forms of sexual assault, intimate partner violence, and stalking. All reports are taken with the utmost seriousness. Retaliation against any person who makes a report is strictly prohibited.

You are not alone. You do not have to make a formal report or press charges to receive support. The resources listed in this brochure can help with a range of assistance measures, including: medical and counseling services; academic support; modifications to working situations; assistance with transportation, financial aid, visa, and immigration issues; enacting University no-contact letters; referrals to legal and advocacy services; and more.

### Employee Reporting

The University cares deeply about supporting victim-survivors and protecting community safety. Therefore, under UConn's employee reporting policies, most employees who witness or receive a report of sexual assault, intimate partner violence, or stalking must report the incident to the Office of Institutional Equity (OIE). Disclosures made to medical professionals in the course of treatment are confidential and are not required to be reported to OIE. However, disclosures made to medical professionals outside the course of treatment are required to be reported to OIE.

Under the federal Clery Act, many employees also have a duty under federal law to report crimes to the UConn Health Police Department. Their report to police will include the date, time, place, and nature of the incident.

**UConn  
HEALTH**

Office of Institutional Equity  
and the Title IX Coordinator  
16 MUNSON ROAD, FOURTH FLOOR  
263 FARMINGTON AVENUE  
FARMINGTON, CT 06030-5310  
860.679.3563

UConn complies with all applicable federal and state laws regarding non-discrimination, equal opportunity, affirmative action, and providing reasonable accommodations for persons with disabilities. Contact: Office of Institutional Equity; (860) 486-2943; equity@uconn.edu; http://www.equity.uconn.edu

04/2017

**UConn  
HEALTH**

## Sexual Assault Intimate Partner Violence Stalking

### Reporting and Resources



### What is Sexual Assault\*?

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## Reporting and Investigations

Victim-survivors are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **Victim-survivors have the right to report assaults without further participation in any investigation.**

### UConn Health Police Department

**Available 24 hours a day, 7 days a week**

police.uconn.edu

263 Farmington Avenue, Farmington

860.679.2121 | psda@uconn.edu

Emergency Dial 7777 or 911

- Responsible for all criminal investigations for on-campus crimes
- An officer from the sexual assault response team is assigned as the primary contact with the victim-survivor throughout the investigation
- For off-campus crimes, state or local police are responsible for investigations

### The Office of Institutional Equity (OIE) and the Title IX Coordinator

**8 a.m. – 5 p.m., Monday – Friday**

16 Munson Road, Fourth Floor

263 Farmington Avenue, Farmington

860.679.3563 | equity@uconn.edu | titleix.uconn.edu

- Investigates when the accused individual is a UConn employee
- UConn's Title IX Coordinator, Elizabeth Conklin, is responsible for ensuring that all reports are addressed and investigated by UConn

### The Office of Community Standards

**8 a.m. – 5 p.m., Monday – Friday**

Wilbur Cross Building, Room 301

233 Glenbrook Road, Storrs

860.486.8402 | community.uconn.edu

- In conjunction with OIE, may investigate when the accused individual is or may be a UConn student
- Enacts University no-contact letters

## Confidential Resources (On-Campus)

**NOT required to report to OIE**

### Student Resources

#### Student Mental Health Service

195 Farmington Avenue, Suite 2000, Office 2001

860.679.5435 | dvjohnson@uconn.edu

health.uconn.edu/student-affairs

- The Student Mental Health Service provides evaluation and treatment to medical, dental, and graduate students at UConn Health
- Utilizing the Student Mental Health Service will NOT become a part of your academic or integrated medical record. Services are free

#### Appointment Hours:

1:00 p.m. – 5:00 p.m., Monday/Thursday

3:00 p.m. – 7:00 p.m., Tuesday

3:00 p.m. – 5:00 p.m., Wednesday

### Resident & Employee Resources

#### Employee Assistance Program

195 Farmington Avenue, Suite 2000

860.679.2877 | uconn\_eap@uconn.edu

Toll free 800.852.4392

#### Behavioral Health Providers

Behavioral Health Providers and Information may be found here: [gme.uconn.edu/pdfs/policybook/37.pdf](http://gme.uconn.edu/pdfs/policybook/37.pdf)

- Psychiatrists and APRNs are available to counsel Capital Health Area Consortium (CAHC) residents/fellows at no cost
- There is no limit to the number of sessions

#### Occupational Medicine

Outpatient Pavilion, 2nd Floor East

263 Farmington Avenue

860.679.2893 | occmedehs@uconn.edu

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## Confidential Resources (Off-Campus)

**NOT required to report to OIE**

**All services are free and confidential**

### Connecticut Alliance to End Sexual Violence

**Statewide Hotline: 1.888.999.5545 (24/7)**

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- Crisis and short-term counseling
- Hospital, police, and court accompaniment
- Information and referral services, including legal assistance
- Support for victim-survivors of sexual violence

#### Hartford Area

**Local Hotline: 860.547.1022**

YWCA Sexual Assault Crisis Services

75 Charter Oak Avenue, Building 1,

Suite 1-304, Hartford

#### New Britain Area

**Local Hotline: 860.223.1787**

YWCA Sexual Assault Crisis Services

19 Franklin Square, New Britain

#### Middletown Area

**Office: 860.344.1474**

Women and Families Center

100 Riverview Center, Suite 274, Middletown

#### Storrs-Mansfield Area

**Local Hotline: 860.456.2789**

Sexual Assault Crisis Center of Eastern Connecticut

90 South Park Street, Willimantic

### Connecticut Coalition Against Domestic Violence

**Statewide Hotline: 1.888.774.2900 (24/7)**

**Spanish Hotline: 1.844.831.9200 (24/7)**

- Support for victim-survivors of domestic or dating violence and stalking
- 24-hour crisis counseling

#### Hartford Area

**Local Hotline: 860.527.0550**

Interval House

#### New Britain Area

**Local Hotline: 860.225.6357**

Prudence Crandall Center

## Non-Confidential Resources (On-Campus)

**Required to report to OIE**

### Student Resources

*Each of the offices below will provide support and resources, and connect you to the Title IX Coordinator*

#### Medical Student Affairs

medicine.uconn.edu

263 Farmington Avenue, Farmington

**860.679.7599**

#### Dental Student Affairs

sdm.uconn.edu

263 Farmington Avenue, Farmington

**860.679.2304**

#### The Graduate School

health.uconn.edu/graduate-school

263 Farmington Avenue, Farmington

**860.679.3849**

#### Student Services Center

Academic Building, LM035

263 Farmington Avenue, Farmington

health.uconn.edu/student-services

**860.679.8765** | frank@uconn.edu

#### Resident Resources\*

##### Graduate Medical Education Office

gme.uconn.edu

263 Farmington Avenue, Farmington

**860.679.2147**

- Facilitates the connection between you, the Title IX Coordinator, and resources available to you

**Reporting Hotline: 860.679.4353**

**Online form: [gme.uconn.edu/gmehotline](http://gme.uconn.edu/gmehotline)**

- The hotline is anonymous and may be used by residents and fellows to report any concerns including those related to sexual assault, stalking, and intimate partner violence.

\* Dental residents should contact Dental Student Affairs, rather than the GME Office.



## 如果你经历了性侵犯、亲密伴侣暴力或骚扰性质的跟踪

### 立即采取这些措施

- **前往安全地点。** 你的 RA 房间、朋友房间或校园内任何正在办公的场所。
- **给可信的人打电话。** 朋友、家人或受害人维权者都是可取的选择，你不必独自应对这类事情。
- **保留证据。** 遭遇了性侵犯之后，你有 120 小时来决定是否去做免费的性侵犯法医检查，在此期间请勿淋浴，用纸袋或者布袋保存当时穿戴的衣物（不要清洗）。你不需要有正式举报或正式起诉，就可以做性侵犯法医检查。在遭到了性骚扰/侵犯、亲密伴侣暴力和/或骚扰性质的跟踪后，及时给现场取证拍照，并保留通信记录（例如短信、电子邮件、信件）。

### 24 小时内可采取的措施

- **寻求协助。** 向维权者机构或顾问请求援助。他们会告诉你，你可以得到哪些帮助，以及怎么举报。
- **在遭性侵犯后，请马上就医。** 不需要有正式举报或起诉，你可以直接去医疗机构做身体伤害检查、性传播感染和妊娠检查及接受治疗。

### 你可以随时采取的措施

- **考虑进行正式举报。** 向警方和校方及时举报发生的事件，是否参与调查以及参与调查的程度由你自己决定。
- **UConn 可以提供帮助。** 学校方面，例如学生院长办公室，可以帮你更换住所、选课、校内工作等。UConn 可为你提供的这些帮助，也不需要你有正式举报或起诉。

## UConn 致力于创造和维护安全且互助的社区

UConn 致力于创造和维护没有性暴力和性骚扰的校园环境。学校将及时有效地处理相关举报，并严禁对任何举报者进行打击报复。

你并非孤立无援。你不需要有正式举报或起诉即可得到帮助。本手册旨在为你提供了一系列援助的渠道，其中包括：医疗和心理咨询服务；学术支持；工作和宿舍调整；交通协助、财务援助、签证和移民问题答疑，递交学校制定的无接触信函，推荐法律和维权服务等。

### 员工举报

UConn 高度重视对受害人/幸存者的帮助。依据 UConn 的员工举报政策，所有教职员一旦见证性侵犯、亲密伴侣暴力或骚扰性质的跟踪，或收到此类报告，必须向制度公平办公室（OIE）进行举报。只有除依法授权保密的员工，例如负责学生健康服务和咨询以及心理健康服务的员工，可以例外。

联邦克利里法案（Clery Act）要求所有教职员工（除依法授权保密的员工）必须向 UConn 警方举报任何犯罪行为。举报的信息包括事件发生的日期、时间、地点以及事件性质。

**UConn**  
康涅狄格大学

制度公平办公室和第九条协调员  
(Office of Institutional Equity  
and the Title IX Coordinator)  
WOOD HALL, FIRST FLOOR  
241 GLENBROOK ROAD, UNIT 4175  
STORRS, CT 06269  
860.486.2943

UConn 遵守所有适用的联邦法和州法律，规定种族平等、机会平等、权利平等，并为残疾人提供合理的方便设施。联系方式：制度公平办公室 (Office of Institutional Equity) ; (860) 486-2943; equity@uconn.edu; <http://www.equity.uconn.edu>.

03/2017

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## 性侵犯 亲密伴侣暴力 骚扰性质的跟踪 举报及帮助资源

(如中文版本与英文版本内容有不符之处，以英文版本为准。)

## 什么是性侵犯\*?

用带性暗示的言语或动作针对被骚扰对象的行为为性骚扰；未征得对方同意故意接触对方身体任何部位（包括未征得对方同意的性交）为性侵犯。任何人，包括男性和女性，都可能遭遇性骚扰和性侵犯。

## 什么是同意\*?

同意的性行为必须是得到对方首肯、有意识和自愿参与的。同意是肯定、有意识，自愿，并是可撤销的。性行为主动方的每个性行为必须在获得明确的肯定性的回应后发生。同意某种形式的性行为（例如接吻）并非表示同意其他形式的性行为（例如性交）。没有抗议、没有反抗或是沉默，并不表示同意。受毒品、酒精或医药的影响并无法辨识性行为的个人无能力授予同意。过去同意的性行为并非表示同意将来的性行为。

## 什么是亲密伴侣暴力(IPV)对待\*?

IPV 是指在性关系中、约会时、或与配偶、同居者或其他亲密关系的个人交往时发生的任何暴力或暴力威胁行为。IPV 亲密伴侣暴力可包括性骚扰/性侵犯、骚扰性质的跟踪或身体攻击。常见的典型行为包括重复使用侮辱性言语和/或行动及冷暴力而达到侮辱，恐吓和/或控制另一个人的目的。这些暴力行为可以是言语上，情感上，和/或身体上的。

## 什么是骚扰性质的跟踪\*?

骚扰性质的跟踪是通过监视、尾随等方法掌握对方的行踪，并让对方为自身安全担忧感到恐惧。骚扰性质的跟踪还包括“网络跟踪”，即使用电子媒介，例如互联网、社交网络、博客、电话、短信或其他类似的设备或联系方式。

## 举报与调查

我们强烈鼓励受害人/幸存者向警方和校方举报，获得协助并立案调查。违反校方行为准则和政策的学生和员工将受到处分，情节严重者将面临终止雇佣和/或开除。受害人/幸存者可以只举报侵犯行为而不参与任何调查。

### UConn 警务部门

**一周 7 天、每天 24 小时服务**

126 North Eagleville Road, Storrs  
860.486.4800 | police.uconn.edu

- 负责校园罪案的所有犯罪的刑事调查
- 指派特殊受害人单位 (Special Victims Unit) 的警务人员担任主要联系人，并负责在整个调查过程中与受害人/幸存者联系
- 州或当地警方负责调查校外犯罪

### 社区标准办公室 (Office of Community Standards)

**周一至周五，上午 8:00 至下午 5:00**

Wilbur Cross Building, Room 301  
233 Glenbrook Road, Storrs  
860.486.8402 | community.uconn.edu

- 当被指控的个人是或可能是 UConn 学生时进行调查
- 制定校方不可接触信函

### 制度公平办公室 (OIE) 和第九条协调员

**周一至周五，上午 8:00 至下午 5:00**

Wood Hall, First Floor  
241 Glenbrook Road, Storrs  
860.486.2943 | titleix.uconn.edu

- 当被指控的个人是 UConn 员工时进行调查
- UConn 的第九条协调员 Elizabeth Conklin 负责确保 UConn 对所有举报采取措施并进行调查

## 保密资源（校园内）

**无需向 OIE 举报**

### 学生健康服务

**咨询护士电话（一周 7 天、每天 24 小时）：  
860.486.4700\***

234 Glenbrook Road, Storrs  
电话：860.486.2719（预约台）  
shs.uconn.edu

- 为受害人/幸存者提供即时危机处理和后期护理
- 免费提供医疗检查、药物、性传播疾病 (STD) 测试和顾问推荐
- 性侵犯法医检查站点（秋季和春季学期）

\* 学期内和暑假期间，咨询护士每天上午 8:30 至下午 4:30 期间提供服务

### 咨询和心理健康服务 (CMHS)

**治疗师电话（一周 7 天、每天 24 小时）：  
860.486.4705\***

**办公时间：周一至周五，上午 8:30 至下午 4:30**  
Arjona Building, 337 Mansfield Road, Storrs  
860.486.4705 | counseling.uconn.edu

- 为近期或过去的受害人/幸存者提供即时危机处理和后期治疗服务
- 提供心理治疗服务。无需预约，可直接就诊，也可通过正常办公时间以外的紧急服务

\* 学期内和暑假期间，治疗师每天上午 8:30 至下午 4:30 期间提供服务

### “变得更坚强”的协助小组

**联系 CMHS 了解小组会面时间：  
860.486.4705**

- 为 UConn 学生受害人/幸存者提供保密性的协助和疗伤小组
- 创造保密、支持的环境，帮助受害人/幸存者疗伤并重获自信

受害人/幸存者与任何校方员工的对话都会私下进行（不会与他人进行不必要的分享），而只有与保密资源的对话才能进行保密（如无受害人/幸存者的明确同意，不会与任何人分享）。

## 保密资源（校园外）

**无需向 OIE 报告**

**所有服务均免费及保密。**

### 康涅狄格终结性暴力联盟 (Connecticut Alliance to End Sexual Violence)

**全州热线：1.888.999.5545 (24/7)  
西班牙语热线：1.888.568.8332 (24/7)**

- 危机与短期咨询
- 医院、警察以及法院陪同
- 信息与推荐服务，包括法律援助
- 性暴力受害人/幸存者协助

### Storrs-Mansfield 和 Avery Point 区域

**当地热线：860.456.2789**

康涅狄格州东部性侵犯危机中心 (Sexual Assault Crisis Center of Eastern Connecticut)  
90 South Park Street, Willimantic  
78 Howard Street, Suite C1, New London

### Waterbury 区域

**当地热线：203.753.3613**

Greater Waterbury  
29 Central Avenue, Waterbury

### Torrington 区域

**当地热线：860.482.7133**

Susan B. Anthony 项目  
179 Water Street, Torrington

### Hartford 区域

**当地热线：860.547.1022**

YWCA 性侵犯危机服务 (YWCA Sexual Assault Crisis Services)  
75 Charter Oak Ave., Building 1,  
Suite 1-304, Hartford

### Stamford 区域

**当地热线：203.329.2929**

性侵犯危机咨询与教育中心 (Center for Sexual Assault Crisis Counseling & Education)  
733 Summer Street, Suite 503, Stamford

### 康涅狄格州反家庭暴力联盟 (Connecticut Coalition Against Domestic Violence)

**全州热线：1.888.774.2900 (24/7)  
西班牙语热线：1.844.831.9200 (24/7)**

- 为家庭和/或约会暴力与骚扰性质的跟踪的受害人/幸存者提供协助
- 24 小时危机咨询

## 非保密资源（校园内）

**要求向 OIE 报告**

### 学生院长办公室

**周一至周五，上午 8 点至下午 5 点**

Wilbur Cross Building, Second Floor  
233 Glenbrook Road, Storrs  
860.486.3426 | dos.uconn.edu | dos@uconn.edu

- 协助学业和其他问题，包括更改或调配班级安排、重新安排考试等
- 学生院长助理帮助提供可用的资源和校方调查流程，并可在整个调查过程中为学生提供帮助
- 获得学生院长办公室的帮助不需要进行正式举报或提起正式控告

### 住校生活部门

**在学年内，一周 7 天、一天 24 小时均有 RA 和学生宿舍主任在岗提供服务**

Whitney Hall, Garden Level

1346 Storrs Road, Storrs  
860.933.2220 | reslife.uconn.edu

- 信息量大，并能提供关于校园服务的信息
- 协助受害人/幸存者导览校园调查流程
- 协助调整或更换宿舍

### 女性中心

**周一至周五，上午 8 点至下午 5 点**

Student Union, Fourth Floor  
2110 Hillside Road, Storrs  
860.486.4738 | womenscenter.uconn.edu

- 提供维权和协助，包括在举报和调查期间的陪同
- 提供信息和推荐服务
- 协助受害人/幸存者，与性别身份无关



## यदि आपने यौन हमले, अंतरंग साथी द्वारा हिंसा या पीछा करके परेशान करने वालों का सामना किया है

### तत्काल उपाय

- किसी सुरक्षित स्थान पर जाएं। आपके RA के कमरे पर, किसी दोस्त के कमरे पर या कैम्पस में किसी खुले कार्यालय में जाएं।
- किसी ऐसे व्यक्ति को बुलाएं जिस पर आप विश्वास करते हैं। कोई दोस्त, परिवार का सदस्य, या पीड़ित का वकील अच्छे सहायक हैं। आपको इसे अकेले सहने की आवश्यकता नहीं है।
- सबूतों को सुरक्षित रखें। यौन हमले के बाद तब तक न नहाना जब तक आप इस पर विचार न कर लें कि क्या आप हमले के 120 घंटे के अंदर बिना लागत के यौन हमले संबंधी फोरेंसिक जाँच करवाना चाहती हैं। आपको यौन हमले की फोरेंसिक जाँच करवाने के लिए कोई औपचारिक रिपोर्ट या आरोप दाखिल करने की आवश्यकता नहीं है। जो कपड़े आपने पहने थे उन्हें किसी कागज या कपड़े के बैग में सुरक्षित रखें (बिना धोए)। यौन हमले, अंतरंग साथी द्वारा हिंसा और/या पीछा करके परेशान किए जाने के बाद किसी नुकसान या चोट की फोटो लें और संदेश का रिकॉर्ड रखें (जैसे टैक्स्ट, ई-मेल, पत्र)।

### 24 घंटे के अंदर

- सहायता माँगें। आप सहयोग तथा सलाह के लिए किसी वकील या परामर्शदाता के पास जा सकती हैं। वे आपसे अतिरिक्त सहायता सेवाओं तथा रिपोर्टिंग के लिए आपके विकल्पों के बारे में बात करेंगे।
- अवांछित शारीरिक सम्पर्क के बाद डॉक्टरी सहायता प्राप्त करें। एक चिकित्सा सेवा प्रदाता शारीरिक चोटों, यौन संचारीसंक्रमणों तथा गर्भावस्था की जाँच कर सकता है और इलाज कर सकता है। आपको डॉक्टरी देखरेख प्राप्त करने के लिए कोई औपचारिक रिपोर्ट करने या आरोप दाखिल करने की आवश्यकता नहीं है।

### किसी भी समय

- एक औपचारिक रिपोर्ट करने पर विचार करें। आपको पुलिस तथा विश्वविद्यालय - दोनों को यह रिपोर्ट करने के लिए प्रोत्साहित किया जाता है कि आपके साथ क्या हुआ। आप यह निर्धारित कर सकती हैं कि आप किसी अन्वेषण प्रक्रिया में कितना भाग लेना चाहेंगी।
- UConn सहायता कर सकता है। कैम्पस-आधारित संसाधन, जैसे छात्र कार्यालय का डीन आपके रहने, कक्षाओं, कार्य तथा अन्य बातों में आपकी सहायता कर सकता है। आपको UConn से सहायता प्राप्त करने के लिए कोई औपचारिक रिपोर्ट करने या आरोप दाखिल करने की आवश्यकता नहीं है।

## एक सुरक्षित तथा सहयोगी समुदाय के लिए UConn की प्रतिबद्धता

UConn यौन हमले, अंतरंग साथी द्वारा हिंसा और पीछा करके परेशान करने संबंधी उत्पीड़न से मुक्त कैम्पस वातावरण बनाने तथा इसे बनाए रखने के लिए प्रतिबद्ध है। सभी रिपोर्टें पूरी गंभीरता से ली जाती हैं। कोई भी व्यक्ति जो रिपोर्ट करता है उसके विरुद्ध बदले पर सख्त प्रतिबंध है। आप अकेले नहीं हैं। आपको सहायता प्राप्त करने के लिए कोई औपचारिक रिपोर्ट करने या आरोप दाखिल करने की आवश्यकता नहीं है। इस पुस्तिका में दिए गए संसाधन विभिन्न सहायता उपायों के साथ सहायक हो सकते हैं जिनमें निम्नलिखित शामिल हैं: चिकित्सा एवं परामर्श सेवाएं; शैक्षणिक सहयोग; कार्य एवं निवास स्थितियों में परिवर्तन; परिवहन, वित्तीय सहायता, वीजा और प्रवास मुद्दों के बारे में सहायता; विश्वविद्यालय द्वारा सम्पर्क-समाप्ति पत्र जारी करना; कानूनी एवं वकालत सेवाओं के संदर्भ और अन्य सहायक उपाय।

### कर्मचारी द्वारा रिपोर्टिंग

विश्वविद्यालय पीड़ित-उत्तरजीवी को सहयोग करने और सामुदायिक सुरक्षा बनाए रखने के संबंध में संवेदनशीलता के साथ कार्य करता है। इसलिए UConn की कर्मचारी रिपोर्टिंग नीतियों के तहत जो कर्मचारी यौन हमले, अंतरंग साथी द्वारा हिंसा या पीछा करके परेशान करने के मामले को देखते हैं या उन्हें इसकी रिपोर्ट प्राप्त करते हैं, तो उन्हें इसकी रिपोर्ट तुरंत संस्थागत समानता कार्यालय (Office of Institutional Equity - OIE) को करनी चाहिए। इनमें अपवाद के तहत वे कर्मचारी आते हैं जिन्हें कानून द्वारा गोपनीयता रखने का अधिकार दिया गया है, जैसे छात्र स्वास्थ्य सेवाओं और परामर्श एवं मानसिक स्वास्थ्य सेवाओं में मौजूद कर्मचारी।

संघीय क्लैरी अधिनियम के तहत बहुत से कर्मचारियों का संघीय कानून के तहत यह कर्तव्य भी है कि वे अपराधों की सूचना UConn पुलिस विभाग को दें। उनके द्वारा पुलिस को दी जाने वाली सूचना में घटना की तारीख, समय, स्थान और प्रकृति शामिल होगी।

**UConn**  
UNIVERSITY OF CONNECTICUT

संस्थागत समानता कार्यालय और टाइटल IX समन्वयक (Office of Institutional Equity and the Title IX Coordinator)  
WOOD HALL, FIRST FLOOR  
241 GLENBROOK ROAD, UNIT 4175  
STORRS, CT 06269  
860.486.2943

UConn गैर-भेदभाव, समान अवसर, सकारात्मक कार्यवाही और निश्चित व्यक्तियों को उचित आवास उपलब्ध कराने संबंधी सभी लागू संघीय तथा राज्य कानूनों का पालन करता है। सम्पर्क करें: Office of Institutional Equity; (860) 486-2943; equity@uconn.edu; <http://www.equity.uconn.edu>.

03/2017

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UNIVERSITY OF CONNECTICUT

## यौन हमला अंतरंग साथी द्वारा हिंसा पीछा करना

### रिपोर्टिंग तथा संसाधन



## यौन हमला क्या है\*?

यौन हमले में सहमति के बिना यौन सम्पर्क और/या यौन संभोग शामिल है। यौन हमला किसी के भी साथ हो सकता है, चाहे वह किसी भी लिंग का हो।

## सहमति क्या है\*?

सहमति सकारात्मक शब्दों या कार्यों का एक स्पष्ट आदान-प्रदान होता है जो आपसी सहमति से यौन कार्यकलाप में शामिल होने की इच्छा दर्शाता है। सहमति अवश्य स्पष्ट रूप से बताई जानी चाहिए, बिना किसी दबाव के और सक्रिय रूप से दी जानी चाहिए। यह शुरुआती कदम लेने वाले की जिम्मेदारी है कि वह यौन क्रिया के प्रत्येक चरण में स्पष्ट एवं सकारात्मक प्रतिक्रिया प्राप्त करे। यौन क्रिया के एक रूप में [जैसे चुम्बन] सहमति का अर्थ यौन क्रिया के अन्य रूपों [जैसे सेक्स] के लिए सहमति नहीं है। नकारात्मक प्रतिक्रिया न होने का अर्थ सहमति नहीं है। कोई ऐसा व्यक्ति जो अल्कोहल और/या किसी अन्य नशीले पदार्थ के नशे में हो, चाहे स्वेच्छा से या अनिच्छा से लिया गया हो, वह सहमति नहीं दे सकता। पूर्व में शारीरिक संबंध के लिए दी गई सहमति का अर्थ यह नहीं है कि यह सहमति भविष्य में जारी रहेगी।

## अंतरंग साथी द्वारा हिंसा (Intimate Partner Violence -IPV) का क्या अर्थ है\*?

IPV में हिंसा या हिंसात्मक धमकी का कोई ऐसा कार्य शामिल है जो ऐसे व्यक्तियों के बीच होता है जो किसी यौन, डेटिंग, पति/पत्नी, घरेलू या अन्य अंतरंग संबंध में रहे हों। IPV में यौन हमला, पीछा करना और शारीरिक हमला शामिल हो सकता है। दूसरे व्यक्ति को नीचा दिखाने, डराने और/या नियंत्रित करने के लिए शब्दों और/या कार्यों तथा निष्क्रियता के बार-बार प्रयोग के आधार पर व्यवहार के पैटर्न का निर्धारण किया जाता है। यह व्यवहार शाब्दिक, भावनात्मक और/या शारीरिक हो सकता है।

## पीछा करने का क्या अर्थ है\*?

पीछा करके परेशान करने का अर्थ है जब कोई व्यक्ति ऐसा व्यवहार करता है जो ऐसी स्थितियों में किसी विशिष्ट व्यक्ति पर केंद्रित होता है जिससे कोई विवेकशील व्यक्ति अपनी सुरक्षा या अन्य व्यक्तियों की सुरक्षा के लिए खतरा महसूस करे या अत्यधिक भावनात्मक पीड़ा का सामना करना पड़े। पीछा करने में एक विशेष प्रकार की पीछा करने की पद्धति "साइबर स्टॉकिंग" शामिल है जिसमें एक व्यक्ति इलेक्ट्रॉनिक मीडिया जैसे इंटरनेट, सोशल नेटवर्क, ब्लॉगों, फोन, टैक्स्ट या अन्य समान उपकरणों या सम्पर्क की प्रणालियों का प्रयोग करता है।

## रिपोर्टिंग और अन्वेषण

पीड़ित-उत्तरजीवियों (victim-survivors) को सहायता एवं अन्वेषण के लिए पुलिस और विश्वविद्यालय, दोनों के यहाँ रिपोर्ट करने के लिए पुरजोर रूप से प्रोत्साहित किया जाता है। जो छात्र और कर्मचारी विश्वविद्यालय की नीतियों और आचार संहिताओं का उल्लंघन करते हैं उन्हें निष्कासन और/या बर्खास्त करने तक की और इसके अनुशासनात्मक कार्रवाई का सामना करना पड़ सकता है। **पीड़ित-उत्तरजीवियों को किसी अन्वेषण में आगे भाग लिए बिना हमलों की रिपोर्ट करने का अधिकार है।**

### UConn पुलिस विभाग

**दिन में 24 घंटे, सप्ताह में 7 दिन उपलब्ध**

126 North Eagleville Road, Storrs  
860.486.4800 | police.uconn.edu

- कैम्पस में होने वाले अपराधों की सभी आपराधिक जाँचों के लिए जिम्मेदार
- विशेष पीड़ित इकाई से एक अधिकारी को पूरी जाँच के दौरान पीड़ित-उत्तरजीवी के साथ प्रारंभिक सम्पर्क व्यक्ति के रूप में नियुक्त किया जाता है।
- कैम्पस के बाहर होने वाले अपराधों के लिए राज्य या स्थानीय पुलिस जाँच के लिए जिम्मेदार है

### सामुदायिक मानक कार्यालय (The Office of Community Standards)

**सुबह 8 बजे से शाम 5 बजे तक, सोमवार - शुक्रवार**

Wilbur Cross Building, Room 301 233 Glenbrook Road, Storrs 860.486.8402 | community.uconn.edu

- यह तब जाँच करता है जब आरोपी व्यक्ति UConn का छात्र हो या ऐसी संभावना हो
- विश्वविद्यालय सम्पर्क-प्रतिबंध पत्र जारी करता है

### संस्थागत समानता कार्यालय (OIE) और टाइटल IX समन्वयक

**सुबह 8 बजे से शाम 5 बजे तक उपलब्ध, सोमवार - शुक्रवार**

Wood Hall, First Floor 241 Glenbrook Road, Storrs  
860.486.2943 | titleix.uconn.edu

- तब जाँच करता है जब आरोपी व्यक्ति UConn का कर्मचारी हो
- UConn की टाइटल IX समन्वयक एलिजाबेथ कॉकलिन यह सुनिश्चित करने के लिए उत्तरदायी हैं कि सभी रिपोर्टों को UConn द्वारा देखा जाए और जाँच की जाए

## गोपनीय संसाधन (कैम्पस में)

**OIE को रिपोर्ट करने की आवश्यकता नहीं है**

### छात्र स्वास्थ्य सेवाएं

**कॉल पर परामर्श नर्स 24/7: 860.486.4700\***

234 Glenbrook Road, Storrs

फोन: 860.486.2719 (अपॉइंटमेंट डेस्क)

shs.uconn.edu

- पीड़ित-उत्तरजीवियों के लिए संकट एवं अनुवर्ती देख-भाल
- मुफ्त चिकित्सा जाँच, दवाइयां, STD परीक्षण, और परामर्शदाता के पास भेजना
- यौन हमले के स्थान की फोरेंसिक जाँच (पतझड़ और बसंत सेमेस्टर)

*\* सेमेस्टर और ग्रीष्मकालीन अवकाश के दौरान सलाह हेतु नर्स सुबह 8:30 बजे से शाम 4:30 बजे तक रोजाना उपलब्ध है*

### परामर्श और मानसिक स्वास्थ्य सेवाएं (CMHS)

**कॉल पर थेरपिस्ट 24/7: 860.486.4705\***

**कार्यालय समय सुबह 8:30 बजे से शाम 4:30 बजे तक, सोमवार - शुक्रवार**

Arjona Building, 337 Mansfield Road, Storrs

860.486.4705 | counseling.uconn.edu

- हाल ही के या पूर्व के पीड़ित-उत्तरजीवियों के लिए तत्काल संकट बचाव प्रयास और थेरपी
- थेरपिस्ट से समय लेकर, सीधे आकर या निर्धारित समय के बाद आपातकाल में मिला जा सकता है

*\* सेमेस्टर और ग्रीष्मकालीन अवकाश के दौरान थेरपिस्ट सुबह 8:30 बजे से शाम 4:30 बजे तक रोजाना उपलब्ध है*

### मजबूत सहायता समूह (Stronger Support Group)

**मिलने के समय के लिए CMHS से संपर्क करें:**

**860.486.4705**

- UConn छात्र पीड़ित-उत्तरजीवियों के लिए गोपनीय सहायता एवं चर्चा समूह
- पीड़ित-उत्तरजीवियों को दृढ़ता प्राप्त करने एवं सशक्त बनाने के लिए सहायता करने हेतु सहयोगी, गोपनीय वातावरण

एक पीड़ित-उत्तरजीवी की विश्वविद्यालय के कर्मचारी के साथ बातचीत को *निजी* रखा जाएगा (अनावश्यक रूप से किसी के साथ साझा नहीं किया जाएगा), केवल किसी गोपनीय व्यक्ति के साथ हुई बातचीत को ही गोपनीय रखा जा सकता है (जिसे पीड़ित-उत्तरजीवी द्वारा स्पष्ट रूप से सहमति दिए बिना किसी और के साथ साझा नहीं किया जाएगा)।

## गोपनीय संसाधन (कैम्पस के बाहर)

**OIE को रिपोर्ट करने की आवश्यकता नहीं है**

**सभी सेवाएं मुफ्त एवं गोपनीय हैं।**

**यौन हिंसा को समाप्त करने के लिए कनेक्टिकट अलायंस राज्य-व्यापी हॉटलाइन: 1.888.999.5545 (24/7)**  
**स्पैनिश हॉटलाइन: 1.888.568.8332 (24/7)**

- संकट और छोटी अवधि का परामर्श
- अस्पताल, पुलिस और न्यायालय सहायता
- कानूनी सहायता सहित सूचना एवं परामर्श सेवाएं
- यौन हिंसा के पीड़ित-उत्तरजीवियों के लिए सहयोग

### स्टोर्स-मेंसफील्ड और एवेरी पॉइंट क्षेत्र

**स्थानीय हॉटलाइन: 860.456.2789**

पूर्वी कनेक्टिकट का यौन हमला संकट केंद्र

90 South Park Street, Willimantic

78 Howard Street, Suite C1, New London

### Waterbury Area

**स्थानीय हॉटलाइन: 203.753.3613**

ग्रेटर वाटरबरी का सुरक्षित शरण-स्थान

29 Central Avenue, Waterbury

### Torrington Area

**स्थानीय हॉटलाइन: 860.482.7133**

सूसन बी. एंथनी परियोजना

179 Water Street, Torrington

### Hartford Area

**Local Hotline: 860.547.1022**

YWCA यौन हमला संकट सेवाएं (YWCA Sexual Assault Crisis Services)

75 Charter Oak Ave., Building 1, Suite 1-304, Hartford

### Stamford Area

**स्थानीय हॉटलाइन: 860.547.1022**

यौन हमला संकट परामर्श एवं शिक्षा केंद्र (Center for Sexual Assault Crisis Counseling & Education)  
733 Summer Street, Suite 503, Stamford

### घरेलू हिंसा के विरुद्ध कनेक्टिकट संघ (Connecticut Coalition Against Domestic Violence)

**राज्य-व्यापी हॉटलाइन: 1.888.774.2900 (24/7)**

**स्पैनिश हॉटलाइन: 1.844.831.9200 (24/7)**

- घरेलू या डेटिंग हिंसा और पीछा करने के पीड़ित-उत्तरजीवियों के लिए सहयोग
- 24-घंटे का संकट परामर्श

## अगोपनीय संसाधन (कैम्पस में)

**OIE को रिपोर्ट किया जाना होगा**

### छात्र कार्यालय का डीन

**सुबह 8 बजे से शाम 5 बजे तक, सोमवार - शुक्रवार**

Wilbur Cross Building, Second Floor

233 Glenbrook Road, Storrs

860.486.3426 | dos.uconn.edu | dos@uconn.edu

- कक्षा के समय में परिवर्तन या संशोधन, परीक्षा की समय-सारणी में बदलाव और अन्य सहित शैक्षणिक तथा अन्य मामलों में सहायता करता है
- छात्रों का सहायक डीन उपलब्ध संसाधनों और विश्वविद्यालय जाँच प्रक्रिया को समझा सकता है और पूरी जाँच के दौरान छात्रों की सहायता कर सकता है
- आपको छात्र कार्यालय के डीन से सहायता प्राप्त करने के लिए कोई औपचारिक रिपोर्ट या आरोप दाखिल करने की आवश्यकता नहीं है

### आवासीय जीवन विभाग (Department of Residential Life)

**RA और हॉल निदेशक शैक्षणिक वर्ष के दौरान 24/7 कॉल पर रहते हैं।**

Whitney Hall, Garden Level

1346 Storrs Road, Storrs

860.933.2220 | reslife.uconn.edu

- जानकार और कैम्पस सेवाओं के बारे में सूचना देने में सक्षम
- पीड़ित-उत्तरजीवियों को कैम्पस जाँच प्रक्रिया में आगे बढ़ने में सहायता करता है
- आवास में परिवर्तन का कार्य देखता है

### महिला केंद्र (Women's Center)

**सुबह 8 बजे से शाम 5 बजे तक, सोमवार - शुक्रवार**

छात्र संघ (Student Union), Fourth Floor

2110 Hillside Road, Storrs

860.486.4738 | womenscenter.uconn.edu

- रिपोर्टिंग और जाँच के दौरान साथ रहने के सहित सलाह एवं सहयोग उपलब्ध कराता है
- सूचना एवं परामर्श सेवाएं
- पीड़ित-उत्तरजीवियों का लिंग-भेद किए बिना उन्हें सहायता उपलब्ध कराते हैं

**VIII. Attachment**

**Selected Awareness  
and Response Materials**

# What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

The University is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's **Policy Against Discrimination, Harassment, and Related Interpersonal Violence**, all employees who witness or receive a disclosure of sexual violence, relationship violence or stalking involving students must immediately report to the **Office of Institutional Equity (OIE)**. This allows the University to offer a range of resources and options to impacted students. Employees who are empowered by law to maintain confidentiality within **Student Health Services** and **Counseling and Mental Health Services** are exempted from reporting. Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

## ▶ DEFINITIONS

### Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involve a UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

### Confidential Employee

Any employee who is entitled under state law to have privileged communications. Student Health Services and Counseling and Mental Health Services fall within that exemption.

### Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and other serious offenses to the UConn Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident call 860.486.4800 or to learn more about whether you are a CSA, visit [clery.uconn.edu](http://clery.uconn.edu) or call the Clery Compliance office at 860.486.5610.

## What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student **early in your conversation** that while your conversation will be **private**, it will not be **confidential**, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the **Office of Institutional Equity (OIE)**. If you are a **Campus Security Authority (CSA)**, you also will be calling **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including [titleix.uconn.edu](http://titleix.uconn.edu). *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at [titleix.uconn.edu](http://titleix.uconn.edu). Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- **Report the information to OIE.** *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

## What NOT to do

- **Do NOT** promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- **Do NOT** tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- **Do NOT** offer or attempt to investigate the information shared with you or mediate the situation between the people involved.



## Offices to Contact

Contact OIE at 860.486.2943 as soon as possible to make a report (within 24 hours of receiving a disclosure).

**Call 911 immediately if you witness a criminal event or you believe there is an immediate threat to the campus community or the safety of any person.**

In addition, bear in mind that employees who are **Campus Security Authorities (CSAs)** also have a duty to report crimes to the UConn Police Department in addition to reporting to OIE. Please visit [clery.uconn.edu](http://clery.uconn.edu) for more information.

## What Happens Next?

OIE, Community Standards and/or other appropriate University offices will assist the student with any immediate concerns, such as safety and housing or classroom arrangements, connect the student to on and off-campus resources, and determine the appropriate investigatory action in response to the report.

## Reporting Sexual Harassment

All university community members are strongly encouraged to report all incidents of sexual harassment to OIE. Deans, Directors, Department Heads and Supervisors MUST report incidents of sexual harassment involving employees to OIE.

Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. For additional information, please see [titleix.uconn.edu](http://titleix.uconn.edu) or call OIE at 860-486-2943.

## CONFIDENTIAL Support Resources (Storrs Campus)

### Student Health Services

Advice Nurse on call 24/7: 860.486.4700\*  
234 Glenbrook Road, Storrs  
860.486.2719 (Appointment Desk)  
[shs.uconn.edu](http://shs.uconn.edu)

*\*During semester and summer breaks, advice nurse available 8:30 a.m.-4:30 p.m., Monday – Friday*

### Counseling & Mental Health Services

Therapist on call 24/7: 860.486.4705\*  
Arjona Building, 337 Mansfield Road, Storrs  
[counseling.uconn.edu](http://counseling.uconn.edu)

*\*During semester and summer breaks, therapist available 8:30 a.m.-4:30 p.m., Monday – Friday*

## Campus Support Resources (Storrs Campus)

### Dean of Students Office

860.486.3426; [dos.uconn.edu](mailto:dos.uconn.edu)  
[dos@uconn.edu](mailto:dos@uconn.edu)  
8:00 a.m. – 5:00 p.m., Monday – Friday  
Wilbur Cross Building, 2nd Floor  
233 Glenbrook Road, Storrs

### Department of Residential Life

860.933.2220; [reslife.uconn.edu](http://reslife.uconn.edu)  
Whitney Hall, Garden Level  
1346 Storrs Road, Storrs  
*RA's and HD's on call 24/7 during academic year*

### Women's Center

860-486-4738; [womenscenter.uconn.edu](http://womenscenter.uconn.edu)  
[womenscenter@uconn.edu](mailto:womenscenter@uconn.edu)  
8:00 a.m. – 5:00 p.m., Monday – Friday  
2110 Hillside Road, Storrs

## Confidential Advocacy (Off-Campus)

### Connecticut Alliance to End Sexual Violence

Statewide Hotline: **1.888.999.5545** (24/7)  
Spanish Hotline: **1.888.568.8332** (24/7)

### Connecticut Coalition Against Domestic Violence

Statewide Hotline: **1.888.774.2900** (24/7)  
Spanish Hotline: **1.844.831.9200** (24/7)

Additional information and resources can be found online at: [titleix.uconn.edu](http://titleix.uconn.edu)

# What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

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## ▶ DEFINITIONS

### Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involve a UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

### Confidential Employee

Any employee who is entitled under state law to have privileged communications. Student Health Services and Counseling and Mental Health Services fall within that exemption.

### Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and other serious offenses to the UConn Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident call 860.486.4800 or to learn more about whether you are a CSA, visit [clery.uconn.edu](http://clery.uconn.edu) or call the Clery Compliance office at 860.486.5610.

## What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student **early in your conversation** that while your conversation will be **private**, it will not be **confidential**, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the **Office of Institutional Equity (OIE)**. If you are a **Campus Security Authority (CSA)**, you also will be calling **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including [titleix.uconn.edu](http://titleix.uconn.edu). *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at titleix.uconn.edu. Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
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## Offices to Contact

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## Hartford Campus Confidential Support Resources

### Counseling and Wellness Center

Undergraduate Building, Room 210  
860.570.9288

[ghccwc.uconn.edu](http://ghccwc.uconn.edu)

*Counseling by drop-in and appointment with Robin Shefts*

## Hartford Campus Support Resources

### Student Services Office

860.570.9083; [law.studentservices@uconn.edu](mailto:law.studentservices@uconn.edu)  
9:00 a.m. – 5:00 p.m., Monday – Friday  
Undergraduate Building, Room 225A

### Campus Police

860.570.5173

## Storrs Campus Support Resources

### Dean of Students Office

860.486.3426; [dos@uconn.edu](mailto:dos@uconn.edu)  
8:00 a.m. – 5:00 p.m., Monday – Friday  
Wilbur Cross Building, 2nd Floor  
233 Glenbrook Road, Storrs

### Women's Center

860-486-4738; [womenscenter.uconn.edu](http://womenscenter.uconn.edu)  
8:00 a.m. – 5:00 p.m., Monday – Friday  
2110 Hillside Road, Storrs

## Confidential Advocacy (Off-Campus)

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## What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student **early in your conversation** that while your conversation will be **private**, it will not be **confidential**, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the **Office of Institutional Equity (OIE)**. If you are a **Campus Security Authority (CSA)**, you also will be calling **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
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## Offices to Contact

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## CONFIDENTIAL Support Resources (Stamford Campus)

### The Counseling Center

203.251.9597; [counselingcenter@uconn.edu](mailto:counselingcenter@uconn.edu)

9:00 a.m. – 4:30 p.m., Monday – Friday

1 University Place, Room 213

Stamford, CT 06901

## Campus Support Resources (Stamford Campus)

### Director of Student Services

203.251.8484; [stamfordstudentlife.uconn.edu](mailto:stamfordstudentlife.uconn.edu)

9:00 a.m. – 5:00 p.m., Monday – Friday

1 University Place, Room 201

Stamford, CT 06901

### Women's Gender and Sexuality Studies Center

203-251-8411; [stamford.uconn.edu/wgss/](http://stamford.uconn.edu/wgss/)

12:00 p.m. – 6:00 p.m., Monday – Thursday

1 University Place, Room 311

Stamford, CT 06901

## Confidential Advocacy (Off-Campus)

### Connecticut Alliance to End Sexual Violence

Statewide Hotline: **1.888.999.5545** (24/7)

Spanish Hotline: **1.888.568.8332** (24/7)

### Connecticut Coalition Against Domestic Violence

Statewide Hotline: **1.888.774.2900** (24/7)

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Additional information and resources can be found online at: [titleix.uconn.edu](http://titleix.uconn.edu)

# What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

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## What to do

- Listen without judgment and offer your support. *“I’m sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?”*
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## What NOT to do

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## Offices to Contact

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## CONFIDENTIAL Support Resources (Waterbury Campus)

### Counseling Services

Dr. Valerie Dripchak

Waterbury Campus, 1st Floor, Room 112

[Valerie.Dripchak@uconn.edu](mailto:Valerie.Dripchak@uconn.edu)

203.236.9817

Monday 9:00 a.m. – 2:00 p.m., Wednesday 1:00 p.m. – 6:00 p.m., Thursday 9:00 a.m. – 2:00 p.m.

*Additional hours by appointment*

## Campus Support Resources (Waterbury Campus)

### Office of Student Services

Kelly Bartlett, Associate Director

Student Services Suite, 2nd Floor, Room 228F

[Kelly.Bartlett@uconn.edu](mailto:Kelly.Bartlett@uconn.edu)

203.236.9871

## Confidential Advocacy (Off-Campus)

### Connecticut Alliance to End Sexual Violence

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## Avery Point Campus Confidential Support Resources

### Counseling Services

Academic Building, Room 114F  
860.287.0962  
860.405.9044

*Limited walk-in hours, or by appointment*

## Avery Point Campus Support Resources

### Student Services Office

860.405.9024  
8:30 a.m. – 4:30 p.m., Monday – Friday  
Branford House, Room 306

### Campus Police

860.405.9088

## Storrs Campus Support Resources

### Dean of Students Office

860.486.3426; [dos@uconn.edu](mailto:dos@uconn.edu)  
8:00 a.m. – 5:00 p.m., Monday – Friday  
Wilbur Cross Building, 2nd Floor  
233 Glenbrook Road, Storrs

### Women's Center

860-486-4738; [womenscenter.uconn.edu](http://womenscenter.uconn.edu)  
8:00 a.m. – 5:00 p.m., Monday – Friday  
2110 Hillside Road, Storrs

## Confidential Advocacy (Off-Campus)

### Connecticut Alliance to End Sexual Violence

Statewide Hotline: **1.888.999.5545** (24/7)  
Spanish Hotline: **1.888.568.8332** (24/7)

### Connecticut Coalition Against Domestic Violence

Statewide Hotline: **1.888.774.2900** (24/7)  
Spanish Hotline: **1.844.831.9200** (24/7)

Additional information and resources can be found online at: [titleix.uconn.edu](http://titleix.uconn.edu)

# What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

The University is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's **Policy Against Discrimination, Harassment, and Related Interpersonal Violence**, all employees who witness or receive a disclosure of sexual violence, relationship violence or stalking involving students must immediately report to the **Office of Institutional Equity (OIE)**. This allows the University to offer a range of resources and options to impacted students. Employees who are empowered by law to maintain confidentiality within **Student Health Services** and **Counseling and Mental Health Services** are exempted from reporting. Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

## ▶ DEFINITIONS

### Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involve a UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

### Confidential Employee

Any employee who is entitled under state law to have privileged communications. Student Health Services and Counseling and Mental Health Services fall within that exemption.

### Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and other serious offenses to the UConn Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident call 860.486.4800 or to learn more about whether you are a CSA, visit [clery.uconn.edu](http://clery.uconn.edu) or call the Clery Compliance office at 860.486.5610.

## What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student **early in your conversation** that while your conversation will be **private**, it will not be **confidential**, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the **Office of Institutional Equity (OIE)**. If you are a **Campus Security Authority (CSA)**, you also will be calling **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including [titleix.uconn.edu](http://titleix.uconn.edu). *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at [titleix.uconn.edu](http://titleix.uconn.edu). Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- **Report the information to OIE.** *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

## What NOT to do

- **Do NOT** promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- **Do NOT** tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- **Do NOT** offer or attempt to investigate the information shared with you or mediate the situation between the people involved.



## Offices to Contact

Contact **OIE** at **860.486.2943** as soon as possible to make a report (within 24 hours of receiving a disclosure).

**Call 911 immediately if you witness a criminal event or you believe there is an immediate threat to the campus community or the safety of any person.**

In addition, bear in mind that employees who are **Campus Security Authorities (CSAs)** also have a duty to report crimes to the UConn Police Department in addition to reporting to OIE. Please visit [clery.uconn.edu](http://clery.uconn.edu) for more information.

## What Happens Next?

OIE, Community Standards and/or other appropriate University offices will assist the student with any immediate concerns, such as safety and housing or classroom arrangements, connect the student to on and off-campus resources, and determine the appropriate investigatory action in response to the report.

## Reporting Sexual Harassment

All university community members are strongly encouraged to report all incidents of sexual harassment to **OIE**. Deans, Directors, Department Heads and Supervisors **MUST** report incidents of sexual harassment involving employees to **OIE**.

Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. For additional information, please see [titleix.uconn.edu](http://titleix.uconn.edu) or call OIE at 860-486-2943.

## Hartford Campus Confidential Support Resources

### Counseling and Wellness Center

Undergraduate Building, Room 210  
860.570.9288

[ghccwc.uconn.edu](http://ghccwc.uconn.edu)

*Counseling by drop-in and appointment with Robin Shefts*

## Law School Campus Support Resources

### Student Services Office

860.570.5244; [law.studentservices@uconn.edu](mailto:law.studentservices@uconn.edu)  
9:00 a.m. – 5:00 p.m., Monday – Friday  
*One Stop – 2nd Floor of Library*

### Campus Police

860.570.5173

## Storrs Campus Support Resources

### Dean of Students Office

860.486.3426; [dos@uconn.edu](mailto:dos@uconn.edu)  
8:00 a.m. – 5:00 p.m., Monday – Friday  
Wilbur Cross Building, 2nd Floor  
233 Glenbrook Road, Storrs

### Women's Center

860-486-4738; [womenscenter.uconn.edu](http://womenscenter.uconn.edu)  
8:00 a.m. – 5:00 p.m., Monday – Friday  
2110 Hillside Road, Storrs

## Confidential Advocacy (Off-Campus)

### Connecticut Alliance to End Sexual Violence

Statewide Hotline: **1.888.999.5545** (24/7)  
Spanish Hotline: **1.888.568.8332** (24/7)

### Connecticut Coalition Against Domestic Violence

Statewide Hotline: **1.888.774.2900** (24/7)  
Spanish Hotline: **1.844.831.9200** (24/7)

Additional information and resources can be found online at: [titleix.uconn.edu](http://titleix.uconn.edu)

UConn Health is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's **Policy Against Discrimination, Harassment, and Related Interpersonal Violence**, all employees who witness or receive a disclosure of sexual assault, intimate partner violence and/or stalking involving students must immediately report to the **Office of Institutional Equity (OIE)**. This allows the University to offer a range of resources and options to impacted students. Disclosures made to medical professionals in the course of treatment are confidential and are not required to be reported to OIE (i.e. while treating a student for a medical condition, the student discloses having been sexually assaulted). However, disclosures made to medical professionals outside the course of treatment must be reported to OIE (i.e. student discloses to faculty member following class that another student is stalking him). Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

## ► DEFINITIONS

### Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involve a UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

### Confidential Employee

Any employee who is entitled under state law to have privileged communications. Student Health Services and Counseling and Mental Health Services fall within that exemption.

### Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and other serious offenses to the UConn Health Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident or to learn more about whether you are a CSA, call UConn Health Police at 860.679.2121.

## What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student **early in your conversation** that while your conversation will be **private**, it will not be **confidential**, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the **Office of Institutional Equity (OIE)**. If you are a **Campus Security Authority (CSA)**, you also will be calling the **UConn Health Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including **titleix.uconn.edu**. *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at titleix.uconn.edu. Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- **Report the information to OIE.** *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

## What NOT to do

- **Do NOT** promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- **Do NOT** tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- **Do NOT** offer or attempt to investigate the information shared with you or mediate the situation between the people involved.

## Offices to Contact

Contact **OIE** at **860.679.3563** as soon as possible to make a report (within 24 hours of receiving a disclosure).

**Call 911 immediately if you witness a criminal event or you believe there is an immediate threat to the campus community or the safety of any person.**

If you are unsure of your reporting obligations or status as a **Responsible Employee** or **Campus Security Authority (CSA)** call at 860.679.3563 for additional information. Please visit [clery.uconn.edu](http://clery.uconn.edu) for more information.

## What Happens Next?

**OIE**, or other appropriate University offices will assist the student with any immediate concerns, such as safety and housing or classroom arrangements, connect the student to on and off-campus resources, and determine the appropriate investigatory action in response to the report. The student will receive email correspondence from the university with support resources identified.

## Reporting Sexual Harassment

All university community members are strongly encouraged to report all incidents of sexual harassment to **OIE**. Deans, Directors, Department Heads and Supervisors **MUST** report incidents of sexual harassment involving employees to **OIE**. Sexual harassment is any unwelcome conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or

signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. For additional information, please see [titleix.uconn.edu](http://titleix.uconn.edu) or call **OIE** at 860.679.3563.

## Privacy v. Confidentiality

**Privacy** means that information related to a report of Prohibited Conduct will be shared with a limited circle of University Employees who “need to know” in order to assist in support of the complainant and in the assessment, investigation, and resolution of the report. As a Responsible Employee, you can keep the report private, but it **MUST** be reported to **OIE**.

**Confidentiality** exists in the context of laws that protect certain relationships, including with medical and clinical care providers, mental health providers, counselors and ordained clergy. Disclosures made to medical professionals in the course of treatment are confidential. However, disclosures made to medical professionals outside the course of treatment **MUST** be reported to **OIE** and are **NOT** confidential.

## Confidential Support & Advocacy Resources

### Student Mental Health Service

Debra Johnson, A.P.R.N.  
195 Farmington Avenue, Suite 2000, Office 2001  
Phone: 860.679.5435  
Email: [dvjohnson@uchc.edu](mailto:dvjohnson@uchc.edu)

### Appointment Hours:

Monday/Thursday/Friday – 1:00 p.m. – 5:00 p.m.  
Tuesday – 3:00 p.m. – 7:00 p.m.  
Wednesday – 3:00 p.m. – 5:00 p.m.

Website: [health.uconn.edu/student-affairs/health-and-wellness/student-mental-health-service](http://health.uconn.edu/student-affairs/health-and-wellness/student-mental-health-service)

### Connecticut Alliance to End Sexual Violence

Statewide Hotline: **1.888.999.5545** (24/7)  
Spanish Hotline: **1.888.568.8332** (24/7)  
Website: [endsexualviolence.org](http://endsexualviolence.org)

### Connecticut Coalition Against Domestic Violence

Statewide Hotline: **1.888.774.2900** (24/7)  
Spanish Hotline: **1.844.831.9200** (24/7)  
Website: [ctcadv.org](http://ctcadv.org)

## Non-Confidential Campus Resources

**Medical Student Affairs** – 860.679.7599  
**Dental Student Affairs** – 860.679.2304  
**The Graduate School** – 860.679.3849  
**Graduate Medical Education (GME) Office** – 860.679.2147  
**Student Services Center** – Academic Building, LM035  
860.679.8765

## Support for Residents & Employees

### Employee Assistance Program (EAP)

860.679.2877; toll-free 800.852.4392; [uchc\\_eap@uconn.edu](mailto:uchc_eap@uconn.edu)  
195 Farmington Avenue, Suite 2000  
Website: [health.uconn.edu/occupational-environmental/employee-assistance-program](http://health.uconn.edu/occupational-environmental/employee-assistance-program)

Additional information and resources can be found online at: [titleix.uconn.edu](http://titleix.uconn.edu)

# Resources and Reporting

- ▶ Sexual Assault
- ▶ Intimate Partner Violence
- ▶ Stalking

UConn is committed to creating and maintaining a campus environment free from all forms of sexual assault, intimate partner violence, and stalking.

## CONFIDENTIAL SUPPORT RESOURCES

NOT REQUIRED  
TO REPORT  
TO OIE

### ON CAMPUS

**Student Health Services**  
860.486.4700 / shs.uconn.edu  
Advice Nurse on-call 24/7\*  
234 Glenbrook Road

**Counseling and Mental Health Services**  
860.486.4705 / counseling.uconn.edu  
Therapist on-call 24/7\*  
Arjona Building, 337 Mansfield Road

### OFF CAMPUS

**Connecticut Alliance to End Sexual Violence**  
1.888.999.5545 24/7 Statewide Hotline  
1.888.568.8332 24/7 Spanish Hotline

**Connecticut Coalition Against Domestic Violence**  
1.888.774.2900 24/7 Statewide Hotline  
1.844.831.9200 24/7 Spanish Hotline

\* Semester and Summer breaks available: 8:30 a.m. to 4:30 p.m. daily

## NON-CONFIDENTIAL SUPPORT RESOURCES

REQUIRED  
TO REPORT  
TO OIE

### ON CAMPUS

**Dean of Students Office**  
860.486.3426 / dos.uconn.edu  
8 a.m.–5 p.m., M–F,  
Wilbur Cross Building, Second Floor  
233 Glenbrook Road

**Department of Residential Life**  
860.933.2220 / reslife.uconn.edu  
RAs and Hall Directors are on call 24/7 during  
the academic year  
Whitney Hall, 1346 Storrs Road

**Women's Center**  
860.486.4738 / womenscenter.uconn.edu  
8 a.m.–5 p.m., M–F  
Student Union, 2110 Hillside Road

[titleix.uconn.edu](http://titleix.uconn.edu)

## REPORT TO UCONN

**Office of Institutional Equity (OIE)  
& Title IX Coordinator**

860.486.2943 / equity@uconn.edu / titleix.uconn.edu  
8 a.m. – 5 p.m., M–F / Wood Hall  
241 Glenbrook Road, First Floor

## REPORT TO POLICE – 24/7

860.486.4800  
police.uconn.edu  
126 North Eagleville Road

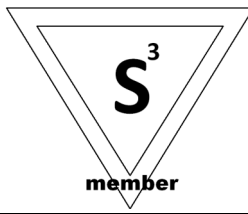
**Call 9-1-1 for emergencies**

**UConn**  
OFFICE OF  
INSTITUTIONAL EQUITY





**Editor:** Tara Lutz  
Health Education Graduate Assistant  
**Staff Editor:** Joleen M. Nevers



**Dept. of Wellness and Prevention Services**  
**Provided by The Health Education Office**  
**Located in South Wilson Hall**  
**486-0772 or [www.healthed.uconn.edu](http://www.healthed.uconn.edu)**

# STALL STREET NEWS

## SEXUAL ASSAULT, INTIMATE PARTNER VIOLENCE AND STALKING

### What is Sexual Assault?

Sexual assault consists of sexual contact and/or sexual intercourse that occurs without consent. Sexual assault can happen to anyone, regardless of gender.

### What is Consent?

Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed-upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of activity [like kissing] does not imply consent to other forms of sexual activity [like sex]. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs, both voluntarily or involuntarily consumed, may not give consent. Past consent of sexual activity does not imply ongoing future consent.

### What is Intimate Partner Violence (IPV)?

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include sexual assault, stalking, and physical assault. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional, and/or physical.

### What is Stalking?

Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their safety or the safety of others, or to experience substantial emotional distress. Stalking includes “cyber stalking”, a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

### Reporting and Investigations

Victim-survivors are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **Victim-survivors have the right to report assaults without further participation in any investigation.**

[titleix.uconn.edu](http://titleix.uconn.edu)

Condoms, dental dams, lube & abstinence kits are available for free at Health Education. We are located in South Campus, Wilson Hall Room 125A. Got questions? Contact Health Education at 486-0772 or visit our website: [www.healthed.uconn.edu](http://www.healthed.uconn.edu)

UConn Health Education Office @capt\_condom Fall 2015

### Confidential Support Resources

#### *On-Campus*

- **Student Health Services**  
Advice Nurse on call 860-486-4700 (24/7)\*  
860-486-2719 (appointment desk)  
[shs.uconn.edu](http://shs.uconn.edu)
- **Counseling & Mental Health Services**  
Therapist on Call: 860-486-4705 (24/7)\*  
[counseling.uconn.edu](http://counseling.uconn.edu)

\*Summer and semester breaks 8:30am—4:30pm daily

#### *Off-Campus*

- **CT Alliance to End Sexual Violence**  
Statewide hotline: 1-888-999-5545 (24/7)  
Spanish hotline: 1-888-568-8332 (24/7)
- **CT Coalition Against Domestic Violence**  
Statewide hotline: 1-888-774-2900 (24/7)  
Spanish hotline: 1-844-831-9200 (24/7)

### Non-Confidential Support Resources

#### *On-Campus*

- **Dean of Students Office**  
860-486-3426  
[dos.uconn.edu](http://dos.uconn.edu)
- **Department of Residential Life**  
860-933-2220  
[reslife.uconn.edu](http://reslife.uconn.edu)
- **UConn Women's Center**  
860-486-4738  
[womenscenter.uconn.edu](http://womenscenter.uconn.edu)

### Reporting and Investigations

- **UConn Police Department**  
860-486-4800 or **911** (24/7)  
[police.uconn.edu](http://police.uconn.edu)
- **Office of Community Standards**  
860-486-8402  
[community.uconn.edu](http://community.uconn.edu)
- **Title IX Coordinator/Office of Institutional Equity (formerly Office of Diversity and Equity)**  
860-486-2943  
[titleix.uconn.edu](http://titleix.uconn.edu)



**UCONN**  
AUTHORIZED FOR  
POSTING   
RESIDENTIAL LIFE

**IX. Attachment**

**Prevention, Awareness  
and Risk Reduction  
Programs**

## 2016 Risk Reduction, Prevention and Awareness and Bystander Programming

The following sexual assault, stalking, intimate partner violence prevention, awareness and risk reduction programs were implemented at UConn in 2016.

Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S)

Primary: New employees/students Ongoing: throughout the year

### ATHLETICS

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
Oct. 2016	Sexual Assault, Sexual Harassment Ed	Werth Center	SA, DoV, DaV	Ongoing	Students
Sept. 2016	Team Building - Section on Sexual Assault and Prevention	Werth Center	SA, DaV	Ongoing	Students
Various Dates	Good Decisions	Storrs	SA, DoV, DaV	Ongoing	Students

### CENTER FOR STUDENTS WITH DISABILITIES

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
8/1/2016	CSD Policies & Procedures	Center for Students with Disabilities	DoV, DaV, SA, S	Primary	Students
8/1/2016	Sexual Harassment Prevention Training	Center for Students with Disabilities	DoV, DaV, SA, S	Primary	Students
8/1/2016	Working with Students with Disabilities - Strategies and Resources (Beyond Access Program)	Center for Students with Disabilities	DoV, DaV, SA, S	Primary	Students
Various Dates	Working with Students with Disabilities	Various	DoV, DaV, SA, S	Ongoing	Students and Employees

### COUNSELING & MENTAL HEALTH SERVICES

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
Ongoing AY 16-17	STRONGER	CMHS	DoV, SA, S	Ongoing	Students

### DEAN OF STUDENTS OFFICE

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
1/5/2016	Husky Pride	Laurel Hall	DaV, SA, S	Primary	Students
1/6/2016	Husky Pride	Laurel Hall	DaV, SA, S	Primary	Students
1/11/2016	Husky Pride	Laurel Hall	DaV, SA, S	Primary	Students
1/12/2016	Husky Pride	Laurel Hall	DaV, SA, S	Primary	Students
1/14/2016	Husky Pride	Laurel Hall	DaV, SA, S	Primary	Students
1/15/2016	Husky Pride	Laurel Hall	DaV, SA, S	Primary	Students

1/18/2016	Husky Pride	Laurel Hall	DaV, SA, S	Primary	Students
1/18/2016	Husky Pride	Laurel Hall	DaV, SA, S	Primary	Students
1/18/2016	Husky Pride	Student Union Ballroom	DaV, SA, S	Primary	Students
2/24/2016	Protect Our Pack II	Student Union	DaV, SA, S	Ongoing	Students and Employees
2/26/2016	Protect Our Pack II	Hartford campus	DaV, SA, S	Ongoing	Employees
3/25/2016	Husky Pride	Library	DaV, SA, S	Primary	Students
3/28/2016	Protect Our Pack II	Hartford campus	SA	Ongoing	Students
4/11/2016	Protect Our Pack II	Women's Center	SA	Ongoing	Students and Employees
5/18/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
5/18/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
5/19/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
5/23/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
5/25/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
5/25/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
5/26/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
5/31/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/2/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/3/2016	Protect Our Pack	Laurel Hall	DaV, SA, S	Primary	Students
6/6/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/7/2016	Protect Our Pack	Laurel Hall	DaV, SA, S	Primary	Students
6/8/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/8/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/9/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/13/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/15/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/15/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/16/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/17/2016	Protect Our Pack	Laurel Hall	DaV, SA, S	Primary	Students
6/20/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students



6/21/2016	Protect Our Pack	Laurel Hall	DaV, SA, S	Primary	Students
6/22/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/22/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/23/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/24/2016	Protect Our Pack	Laurel Hall	DaV, SA, S	Primary	Students
6/27/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/29/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/29/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
6/30/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
7/6/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
7/6/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
7/7/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
7/11/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
7/13/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
7/13/2016	Protect Our Pack	ITE	DaV, SA, S	Primary	Students
8/15/2016	Protect Our Pack II	Athletics	DaV, SA, S	Ongoing	Students
8/23/2016	Title IX & Protect Our Pack	Student Union Ballroom	DaV, SA, S	Ongoing	Students and Employees
8/25/2016	Title IX & Protect Our Pack	Laurel Hall	DaV, SA	Ongoing	Students
8/25/2016	Protect Our Pack	Laurel Hall	DaV, SA, S	Primary	Students
8/26/2016	Protect Our Pack	Avery Point	DaV, SA, S	Ongoing	Students
8/26/2016	Protect Our Pack	Laurel Hall	DaV, SA, S	Primary	Students
9/19/2016	Orientation review	School of Business	SA	Ongoing	Students
9/29/2016	Protect Our Pack	Rome hall	SA	Ongoing	Employees
10/17/2016	Title IX & Protect Our Pack	Women's Center	DaV, SA, S	Ongoing	Students
10/20/2016	Title IX & Protect Our Pack	Women's Center	DaV, SA, S	Ongoing	Students
10/26/2016	Title IX updates & Protect Our Pack	Laurel Hall	DaV, SA, S	Ongoing	Students and Employees
11/2/2016	Protect Our Pack II	ITE	SA	Ongoing	Students
12/6/2016	Title IX at UConn: Reporting and Response	McMahon Hall	DoV, DaV, SA, S	Ongoing	Employees
12/19/2016	Protect Our Pack	Laurel Hall	DoV; DaV; SA; S	Primary	Students

12/20/2016	Protect Our Pack	Laurel Hall	DoV; DaV; SA; S	Primary	Students
12/21/2016	Protect Our Pack	Laurel Hall	DoV; DaV; SA; S	Primary	Students
12/22/2016	Protect Our Pack	Laurel Hall	DoV; DaV; SA; S	Primary	Students

**OFFICE OF FRATERNITY AND SORORITY LIFE**

<b>DATE</b>	<b>NAME OF PROGRAM</b>	<b>LOCATION</b>	<b>BEHAVIOR COVERED</b>	<b>PRIMARY OR ONGOING</b>	<b>STUDENTS OR EMPLOYEES</b>
2/19/2016	Risk Reduction Workshop	OFSL Community Room	SA	Ongoing	Students
3/26/2016	Breaking Out of the Man Box with Tony Porter	Laurel Hall	SA, DoV, DaV,	Ongoing	Students
4/5/2016	IFC Risk Management Roundtable	OFSL Community Room	SA	Ongoing	Students
4/15/2016	New Member Educators Workshop: IGC & NPHC Edition	OFSL Community Room	SA, Hazing	Ongoing	Students
4/26/2016	New Member Educators Workshop: IFC & UCPC Edition	OFSL Community Room	SA, Hazing	Ongoing	Students
9/9/2016	Risk Reduction Workshop	OFSL Community Room	SA	Ongoing	Students
9/21/2016	Risk Reduction Workshop	OFSL Community Room	SA	Ongoing	Students
10/29/2016	I Am A Fraternity Man Conference: Gender and Power in Sexual Assault	Laurel Hall	SA, DaV	Ongoing	Students
11/17/2016	New Member Educators Workshop: IGC & NPHC Edition	OFSL Community Room	SA, Hazing	Ongoing	Students
11/28/2016	Violence Against Women Prevention Program Workshop	OFSL Community Room	SA, S, DaV	Ongoing	Students
12/1/2016	New Member Educators Workshop: IFC & UCPC Edition	OFSL Community Room	SA	Ongoing	Students

**OFFICE OF INSTITUTIONAL EQUITY**

<b>DATE</b>	<b>NAME OF PROGRAM</b>	<b>LOCATION</b>	<b>BEHAVIOR COVERED</b>	<b>PRIMARY OR ONGOING</b>	<b>STUDENTS OR EMPLOYEES</b>
1/11/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
1/11/2016	Pre Service Sexual Harassment Prevention Training (Administrative Directive 2.2)	Munson Building	DoV; DaV; SA	Primary	Employees
1/12/2016	RA Training- January 2016	McMahon Hall Classroom-North Tower	DoV; DaV; SA; S	Primary	Students
1/12/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Students

1/13/2016	Sexual Harassment Prevention Training	Student Union Ballroom, Room 330	DoV; DaV; SA; S	Primary	Students
1/18/2016	Residential Life Employee training	Laurel Hall	DoV; DaV; SA; S	Primary	Students
1/19/2016	Panel of Reviewers Orientation	Wood Hall	DoV; DaV; SA; S	Primary	Employees
1/20/2016	Trending Data: Title IX Related matters for Students and Employees	School of Business	DoV, DaV, SA, S	Ongoing	Employees
1/25/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
1/26/2016	Sexual Harassment Prevention Training	Student Union Ballroom	DoV; DaV; SA; S	Primary	Students
1/29/2016	Sexual Harassment Prevention Training	Student Union Ballroom	DoV; DaV; SA; S	Primary	Students
2/3/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees
2/5/2016	Sexual Harassment Prevention Training	Student Union Ballroom	DoV; DaV; SA; S	Primary	Students
2/8/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
2/8/2016	Pre Service Sexual Harassment Prevention Training (Administrative Directive 2.2)	Munson Building	DoV; DaV; SA; S	Primary	Employees
2/9/2016	Policy Against Discrimination, Harassment & Inappropriate Romantic Relationships; Retaliation	Wood Hall	DoV; DaV; SA; S	Primary	Employees
2/11/2016	Trending Data: Title IX Related matters for Students and Employees	School of Business	DoV, DaV, SA, S	Ongoing	Employees
2/16/2016	Sexual Harassment Prevention Training	Student Union Ballroom	DoV; DaV; SA; S	Primary	Students
2/22/2016	Title IX & OIE	Beech Hall	DoV; DaV; SA; S	Ongoing	Students
2/22/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
3/2/2016	Policy Against Discrimination, Harassment & Inappropriate Romantic Relationships; Retaliation	Multi-Purpose Room Stamford Campus	DoV; DaV; SA; S	Ongoing	Employees
3/7/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
3/8/2016	Sexual Harassment Prevention Training	Student Union Ballroom	DoV; DaV; SA; S	Primary	Students
3/9/2016	Sexual Harassment Prevention Workshop	Lodewick Visitors Center	DoV; DaV; SA; S	Primary	Students
3/21/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
3/24/2016	Title IX - Reporting Responsibilities	Stamford Campus - Multipurpose Room	DoV; DaV; SA; S	Ongoing	Employees

3/29/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees
3/30/2016	Title IX & OIE - Resources and Reporting	Austin Building	DoV; DaV; SA; S	Ongoing	Students
4/1/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Students
4/3/2016	Title IX and Sexual Harassment Prevention and UConn Policies	Oak Hall	DoV; DaV; SA; S	Ongoing	Employees
4/4/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
4/4/2016	Pre Service Sexual Harassment Prevention Training (Administrative Directive 2.2)	Munson Building	DoV; DaV; SA; S	Primary	Employees
4/5/2016	Education Abroad Orientation Training	Laurel Hall	DoV; DaV; SA; S	Ongoing	Students
4/7/2016	Management Support and Development program	Student Union	DoV; DaV; SA; S	Ongoing	Employees
4/11/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Students
4/12/2016	Education Abroad Orientation Training	Laurel Hall	DoV; DaV; SA; S	Ongoing	Students
4/18/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
4/19/2016	Title IX & OIE - Resources and Reporting	Rowe	DoV; DaV; SA; S	Ongoing	Students
4/28/2016	Title IX & OIE - Resources and Reporting	Rome Commons Ballroom	DoV; DaV; SA; S	Ongoing	Employees
5/2/2016	Diversity Awareness Training	Keller Auditorium	DoV; DaV; SA; S	Primary	Employees
5/6/2016	Title IX - New Policy	Law School Chase Hall	DoV; DaV; SA; S	Primary	Employees
5/11/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees
5/12/2016	Title IX & OIE - Resources and Reporting	Laurel Hall	DoV; DaV; SA; S	Ongoing	Students
5/16/2016	Diversity Awareness Training	Keller Auditorium	DoV; DaV; SA; S	Primary	Employees
5/18/2016	Title IX & OIE - Resources and Reporting	South Campus, Wilson	DoV; DaV; SA; S	Ongoing	Students
5/31/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
5/31/2016	Pre Service Sexual Harassment Prevention Training (Administrative Directive 2.2)	Munson Building	DoV; DaV; SA; S	Primary	Employees
6/13/2016	Diversity Awareness Training	Keller Auditorium	DoV; DaV; SA; S	Primary	Employees
6/17/2016	Title IX & OIE - Resources and Reporting	Engineering II	DoV; DaV; SA; S	Ongoing	Students

6/23/2016	Title IX & OIE - Resources and Reporting	Buckley Hall, Honors Conference Room	DoV; DaV; SA; S	Ongoing	Students
6/27/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
7/6/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
7/7/2016	Title IX & OIE - Resources and Reporting	Gentry	DoV; DaV; SA; S	Ongoing	Students
7/11/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
7/11/2016	Pre Service Sexual Harassment Prevention Training (Administrative Directive 2.2)	Munson Building	DoV; DaV; SA; S	Primary	Employees
7/25/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
8/3/2016	Title IX & OIE - Resources and Reporting	Oak Hall	DoV; DaV; SA; S	Ongoing	Employees
8/8/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Employees
8/15/2016	Title IX & OIE - Resources and Reporting	Lauren Hall Auditorium	DoV; DaV; SA; S	Ongoing	Students
8/15/2016	Diversity Awareness and Sexual Harassment Prevention	Rotunda area -academic entrance of the main building	DoV; DaV; SA; S	Primary	Students
8/16/2016	Review of Policy Against Discrimination, Harassment and Related Interpersonal Violence; Clery Reporting Obligations; Investigation practices and procedures	School of Business	DoV; DaV; SA; S	Ongoing	Employees
8/18/2016	Title IX & OIE - Resources and Reporting	Wilson Hall	DoV; DaV; SA; S	Ongoing	Students and Employees
8/19/2016	Title IX & OIE - Resources and Reporting	Chemistry Building	DoV; DaV; SA; S	Ongoing	Students and Employees
8/22/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Employees
8/22/2016	Appropriate Workplace Behavior - SHPT and DT	Laurel Hall	DoV; DaV; SA; S	Primary	Students
8/22/2016	Title IX and Sexual Harassment Prevention and Uconn Policies	School of Business	DoV; DaV; SA; S	Primary	Students
8/23/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Students and Employees

8/24/2016	Title IX & OIE - Resources and Reporting	Shippee Hall-Pequot Room	DoV; DaV; SA; S	Ongoing	Students
8/24/2016	Title IX & OIE - Resources and Reporting	ITE	DoV; DaV; SA; S	Ongoing	Students
8/25/2016	Title IX & OIE - Resources and Reporting	Provost's Conference Room, Gulley Hall	DoV; DaV; SA; S	Ongoing	Employees
8/25/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Students
9/1/2016	Title IX & OIE - Resources and Reporting	Oak Hall	DoV; DaV; SA; S	Ongoing	Students
9/6/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Employees
9/8/2016	Title IX & OIE - Resources and Reporting	Student Union Theatre	DoV; DaV; SA; S	Ongoing	Employees
9/14/2016	Sexual Harassment Prevention Training - Spanish	Student Union	DoV; DaV; SA; S	Primary	Employees
9/19/2016	Pre Service Sexual Harassment Prevention Training (Administrative Directive 2.2)	Munson Building	DoV; DaV; SA; S	Primary	Employees
9/19/2016	Diversity Awareness Training	Munson Building	DoV; DaV; SA; S	Primary	Employees
9/21/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Students and Employees
9/23/2016	Title IX at UConn: Reporting and Response	Law School Library	DoV; DaV; SA; S	Ongoing	Students
9/27/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Students and Employees
10/3/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Employees
10/12/2016	Title IX & OIE - Resources and Reporting	Laurel Hall	DoV; DaV; SA; S	Ongoing	Students
10/14/2016	Deficiencies, Distress and Documentation	Farmington Gardens	DoV; DaV; SA; S	Ongoing	Employees
10/17/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Training Room	DoV; DaV; SA; S	Primary	Employees
10/19/2016	Sexual Harassment Prevention Training	Konover Auditorium	DoV; DaV; SA; S	Primary	Students and Employees
10/24/2016	Title IX at UConn: Reporting and Response	Biology Physics Building	DoV; DaV; SA; S	Ongoing	Students



10/27/2016	Management Support and Development program	Student Union	DoV; DaV; SA; S	Ongoing	Employees
10/27/2016	Title IX Discussion	UConn Law School, Starr Building	DoV; DaV; SA; S	Ongoing	Students
10/28/2016	Title IX Overview	UConn Health	DoV; DaV; SA; S	Ongoing	Employees
10/31/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Employees
11/3/2016	Response & Investigations	Munson Building	DoV; DaV; SA; S	Ongoing	Employees
11/9/2016	Response & Investigations	Munson Building	DoV; DaV; SA; S	Ongoing	Employees
11/10/2016	Response & Investigations	Munson Building	DoV; DaV; SA; S	Ongoing	Employees
11/14/2016	Title IX & OIE	Arjona	DoV; DaV; SA; S	Ongoing	Students
11/14/2016	Sexual Harassment Prevention Training	School of Business	DoV; DaV; SA; S	Primary	Students and Employees
11/15/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Employees
11/15/2016	OIE: Updates on Reporting and Resources	UConn Health	DoV; DaV; SA; S	Primary	Employees
11/29/2016	Response & Investigations	Munson Building	DoV; DaV; SA; S	Ongoing	Employees
11/29/2016	Title IX at UConn: Reporting and Response	Laurel Hall	DoV; DaV; SA; S	Ongoing	Students
11/29/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Employees
11/30/2016	Response & Investigations	Munson Building	DoV, DaV, SA, S	Ongoing	Employees
11/30/2016	Response & Investigations	Munson Building	DoV, DaV, SA, S	Ongoing	Employees
12/6/2016	Title IX at UConn: Reporting and Response	McMahon Hall	DoV; DaV; SA; S	Ongoing	Employees
12/9/2016	Council of Deans Meeting	Foundation Board Room	DoV; DaV; SA; S	Ongoing	Employees
12/12/2016	Response & Investigations	Munson Building	DoV; DaV; SA; S	Ongoing	Employees
12/12/2016	Diversity Awareness Training	Munson Training Room	DoV; DaV; SA; S	Primary	Employees
12/12/2016	Pre Service Sexual Harassment Prevention Training (Administrative Directive 2.2)	Munson Training Room	DoV; DaV; SA; S	Primary	Employees
12/13/2016	OIE: Updates on Reporting and Resources	UConn Health	DoV; DaV; SA; S	Ongoing	Employees
12/13/2016	Managing A Respectful & Harassment Free Workplace	Munson Building	DoV; DaV; SA; S	Ongoing	Students and Employees

12/14/2016	Sexual Harassment Prevention	Student Union	DoV; DaV; SA; S	Ongoing	Employees
12/19/2016	UCH Community Resource Team Meeting- UCH Title IX Process	Academic Rotunda	DoV; DaV; SA; S	Ongoing	Students and Employees
12/20/2016	Sexual Harassment Prevention Training	School of Business	DoV; DaV; SA; S	Primary	Students and Employees
12/27/2016	Diversity Awareness and Sexual Harassment Prevention	Munson Building	DoV; DaV; SA; S	Primary	Employees
Fall 2016	Title IX Reporting and Policies (in the 2016 Compliance and Ethics Refresher)	On-line modules	DoV; DaV; SA; S	Ongoing	Employees

#### RAINBOW CENTER

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
3/22/2016	Webinar: Title IX and LGBTQI Students	Student Union	SA	Ongoing	Employees
3/24/2016	Dating Violence among Sexual Minority Youth	Student Union	DaV	Ongoing	Students and Employees
4/7/2016	Intersection of Sexual Violence & LGBTQ+ Communities	Student Union	SA	Ongoing	Students
12/7/2016	Equality, Sports and Law: How Title IX Protects the Civil Rights of LGBT Athletes and Coaches	Student Union	SA	Ongoing	Students and Employees

#### RESIDENTIAL LIFE

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
4/5/2016	UConnent Day	Fairfield Way	DaV, DoV, SA, SH	Ongoing	Students
5/18/2016	Sexual Harassment Workshop	Wilson	SA, S	Primary	Students

#### STUDENT ACTIVITIES DEPARTMENT

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
2/12/2016	Changing Campus Culture	Student Union	SH	Primary	Students
2/15/2016	Changing Campus Culture	Student Union	SH	Primary	Students
7/8/2016	SOLID Hazing, Harming, and Harassment	Online	SH	Primary	Students
8/1/2016	InterACT	Jorgensen	SA	Primary	Students
8/22/2016	Changing Campus Culture	Family Studies	SH	Primary	Students
8/22/2016	Changing Campus Culture	Family Studies	SH	Primary	Students
8/24/2016	Changing Campus Culture	Student Union	SH	Primary	Students
8/25/2016	Changing Campus Culture	Oak Hall	SH	Primary	Students
8/25/2016	Changing Campus Culture	Laurel Hall	SH	Primary	Students
8/26/2016	Changing Campus Culture	Laurel Hall	SH	Primary	Students

9/1/2016	Changing Campus Culture	Laurel Hall	SH	Primary	Students
9/6/2016	Changing Campus Culture	Rowe	SH	Primary	Students
9/11/2016	Changing Campus Culture	Oak Hall	SH	Primary	Students
9/12/2016	Changing Campus Culture	Laurel Hall	SH	Primary	Students
9/12/2016	Changing Campus Culture	School of Business	SH	Primary	Students
9/14/2016	Changing Campus Culture	Laurel Hall	SH	Primary	Students
9/20/2016	Changing Campus Culture	Rowe	SH	Primary	Students
9/29/2016	Changing Campus Culture	School of Business	SH	Primary	Students
11/9/2016	Changing Campus Culture	Gentry	SH	Primary	Employees
12/4/2016	Changing Campus Culture	Laurel Hall	SH	Primary	Students
12/4/2016	Changing Campus Culture	Laurel Hall	SH	Primary	Students
March, October and November 2016	Tier III Advising	Student Union	SH	Ongoing	Students

#### STUDENT HEALTH SERVICES

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
Fall 2016	Overview of how SHS cares for survivors of SA	UCPD	SA	Ongoing	Employees

#### STUDENT UNION

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
1/8/2016	Sexual Harassment Prevention Training	Student Union Theatre	DoV, DaV, SA	Primary	Students and Employees

#### UCONN POLICE DEPARTMENT

DATE	NAME OF PROGRAM	LOCATION	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES
1/4/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DaV, DoV, S	Ongoing	Employees
1/11/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DaV, DoV, S	Ongoing	Employees
1/18/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DaV, DoV, S	Ongoing	Employees
2/3/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Primary	Students
2/10/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
2/17/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
2/22/2016	RAD for Men	Shippee Hall	SA, DaV, DoV, S	Primary	Students
2/23/2016	START a Conversation	Ellsworth Hall	SA, S	Primary	Students
2/24/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
2/29/2016	RAD for Men	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
3/7/2016	RAD for Men	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
3/31/2016	RAD Basic Women's Self-Defense	Avery Point	SA, DaV, DoV, S	Primary	Students and Employees
4/2/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Primary	Students

4/3/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
4/7/2016	RAD Basic Women's Self-Defense	Avery Point	SA, DaV, DoV, S	Ongoing	Students and Employees
4/21/2016	RAD Basic Women's Self-Defense	Avery Point	SA, DaV, DoV, S	Ongoing	Students and Employees
5/18/2016	Reporting Sexual Violence to UCPD	Wilson Hall	SA	Primary	Students
6/7/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DV, DoV, S	Primary	Employees
6/14/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DaV, DoV, S	Ongoing	Employees
6/21/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DaV, DoV, S	Ongoing	Employees
6/28/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DaV, DoV, S	Ongoing	Employees
7/7/2016	RAD Basic Women's Self-Defense	Avery Point	SA, DaV, DoV, S	Primary	Students
7/14/2016	RAD Basic Women's Self-Defense	Avery Point	SA, DaV, DoV, S	Ongoing	Students
7/21/2016	RAD Basic Women's Self-Defense	Avery Point	SA, DaV, DoV, S	Ongoing	Students
7/28/2016	RAD Basic Women's Self-Defense	Avery Point	SA, DaV, DoV, S	Ongoing	Students
9/27/2016	Call to Action- Men Can Stop Rape	Storrs	SA, DaV, DoV, S	Primary	Employees
9/27/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Primary	Students
10/4/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
10/11/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
10/18/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
11/9/2016	We Stand Up: Men Preventing Violence Against Women	UCPD	SA, DaV, DoV, S	Primary	Students
11/27/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Primary	Students
12/4/2016	RAD Basic Women's Self-Defense	Shippee Hall	SA, DaV, DoV, S	Ongoing	Students
12/7/2016	RAD Training	195 Farmington Avenue	SA	Ongoing	Students and Employees
12/8/2016	RAD Training	195 Farmington Avenue	SA	Ongoing	Students and Employees
12/14/2016	RAD Training	195 Farmington Avenue	SA	Ongoing	Students and Employees
12/15/2016	RAD Training	195 Farmington Avenue	SA	Ongoing	Students and Employees
12/21/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DaV, DoV, S	Primary	Employees
12/28/2016	RAD Basic Women's Self-Defense	Hawley Armory	SA, DaV, DoV, S	Ongoing	Employees

**UConn RECREATION**

<b>DATE</b>	<b>NAME OF PROGRAM</b>	<b>LOCATION</b>	<b>BEHAVIOR COVERED</b>	<b>PRIMARY OR ONGOING</b>	<b>STUDENTS OR EMPLOYEES</b>
8/26/2016	Harassment in the workplace	Student Union	SA, DaV, DoV, S	Primary	Students

**WELLNESS AND PREVENTION SERVICES**

<b>DATE</b>	<b>NAME OF PROGRAM</b>	<b>LOCATION</b>	<b>BEHAVIOR COVERED</b>	<b>PRIMARY OR ONGOING</b>	<b>STUDENTS OR EMPLOYEES</b>
2/9/2016	Rubberwear	Student Union	SA	Ongoing	Students
3/8/2016	Rubberwear	Towers Lafayette	SA	Ongoing	Students
3/22/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
3/24/2016	Rubberwear	Northwest-Batterson Hall	SA	Ongoing	Students
3/28/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
4/25/2016	FYE Sex Jeopardy	Library New Classroom 2nd floor	SA	Ongoing	Students
4/28/2016	Rubberwear	North-MPR	SA	Ongoing	Students
9/13/2016	FYE Sex Jeopardy	White	SA	Ongoing	Students
9/14/2016	FYE Sex Jeopardy	Radcliff Hicks	SA	Ongoing	Students
9/18/2016	FYE Sex Jeopardy	White	SA	Ongoing	Students
9/19/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
9/21/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
9/21/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
9/21/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
9/23/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
9/26/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
9/27/2016	FYE Sex Jeopardy	Library Classroom	SA	Ongoing	Students
9/28/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
9/29/2016	FYE Sex Jeopardy	Library Classroom	SA	Ongoing	Students
10/3/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
10/4/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
10/5/2016	FYE Sex Jeopardy	Jones	SA	Ongoing	Students
10/6/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students

10/6/2016	Rubberwear	Sprague-East Campus	SA	Ongoing	Students
10/7/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
10/11/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
10/11/2016	FYE Sex Jeopardy	Eddy Seminar Room	SA	Ongoing	Students
10/12/2016	FYE Sex Jeopardy	Hall Dorm	SA	Ongoing	Students
10/13/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
10/14/2016	FYE Sex Jeopardy	Burton	SA	Ongoing	Students
10/18/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
10/19/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
10/20/2016	Quickdraw	Eddy-Alumni	SA	Ongoing	Students
10/24/2016	Quickdraw	Rome	SA	Ongoing	Students
10/27/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
11/3/2016	Rubberwear	Next Gen	SA	Ongoing	Students
11/7/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
11/9/2016	FYE Sex Jeopardy	Oak Hall	SA	Ongoing	Students
11/11/2016	FYE Sex Jeopardy	PBB	SA	Ongoing	Students
11/18/2016	FYE Sex Jeopardy	Austin	SA	Ongoing	Students
11/29/2016	FYE Sex Jeopardy	Laurel Hall	SA	Ongoing	Students
11/30/2016	FYE Sex Jeopardy	Rowe	SA	Ongoing	Students
11/30/2016	FYE Sex Jeopardy	Bousfield/ Psychology	SA	Ongoing	Students
August 26- September 30 2016	Stall Street News	Residence halls	SA, DoV, DaV	Ongoing	Students
January 1, 2016- December 31, 2016	Bulletin Boards-Dating Violence	Residence halls	DaV	Ongoing	Students
January 1, 2016- December 31, 2016	Bulletin Boards-Healthy Relationship	Residence halls	DaV	Ongoing	Students
January 1, 2016- December 31, 2016	Posters-Broken Nose	Residence halls	DaV	Ongoing	Students
January 1, 2016- December 31, 2016	Posters-Monsters Under the Bed	Residence halls	SA	Ongoing	Students
January 1, 2016- December 31, 2016	Posters-Natural Predators	Residence halls	SA	Ongoing	Students

January 1, 2016-December 31, 2016	Provided RA guide with consent page	South Wilson Hall	SA	Ongoing	students
January 1, 2016-December 31, 2016	Provide safer sex supplies with consent cards	South Wilson Hall	SA	Ongoing	Students

**WOMEN'S CENTER & VIOLENCE AND PREVENTION PROGRAM (VAWPP)**

<b>DATE</b>	<b>NAME OF PROGRAM</b>	<b>LOCATION</b>	<b>BEHAVIOR COVERED</b>	<b>PRIMARY OR ONGOING</b>	<b>STUDENTS OR EMPLOYEES</b>
1/11/2016	Sexual Harassment Prevention & Education	McMahon Hall	SH	Primary	Students
1/15/2016	Sexual Harassment Prevention & Education	Student Union	SH, SA	Primary	Students
1/18/2016	Sexual Harassment Prevention & Education	Student Union	SH, SA	Primary	Students and Employees
1/20/2016	Recognizing & Responding to Stalking: Intimate Partner Violence on Campus	BUSN	DoV, S	Ongoing	Employees
2/1/2016	Sexual Harassment Prevention & Education	Legislative Office Building (Hartford, CT)	SH	Primary	Students
2/2/2016	Sexual Harassment Prevention & Education	Legislative Office Building (Hartford, CT)	SH	Primary	Students and Employees
2/2/2016	Consent 201	Storrs	SA	Ongoing	Students and Employees
2/4/2016	Consent 201	Gentry	SA	Ongoing	Students and Employees
2/9/2016	Consent 201	Gentry	SA	Ongoing	Students
2/11/2016	Consent 201	Koons	SA	Ongoing	Students and Employees
2/16/2016	Man Up with Michael Kimmel	Laurel Hall	SA	Ongoing	Students and Employees
2/29/2016	Gender & Violence in the Media	Family Studies Building	SA, DaV, DoV, S	Ongoing	Students and Employees
3/1/2016	Consent 201	Library Collaborative Learning Classroom	SA	Ongoing	Students and Employees
3/1/2016	Consent 201	Library Collaborative Learning Classroom	SA	Ongoing	Students and Employees
3/2/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
3/8/2016	Healthy Relationships	Wesleyan University	SA, DaV, DoV	Primary	Students
3/29/2016	Tony Porter	Laurel Hall	DaV, SA, SH	Ongoing	Students and Employees
3/30/2016	Sexual Harassment Prevention & Education	Women's Center Program Room	SH, SA	Primary	Students



3/30/2016	Consent 201	UG 126 West Hartford	SA	Ongoing	Students
3/30/2016	Broken Promises by Olga Sanchez	Student Union Theatre	DoV, DaV, SA	Ongoing	Students and Employees
4/11/2016	Intimate Partner Violence	Arjona	DaV, DoV	Ongoing	Students
4/13/2016	Take Back the Night	Student Union Ballroom	SA	Ongoing	Students and Employees
6/17/2016	Sexual Harassment Prevention & Education	Gentry	SH	Primary	Employees
7/1/2016	Sexual Harassment Prevention & Education	Gentry	SH	Primary	Employees
7/8/2016	Sexual Harassment Prevention & Education	Milton Beebe	SH	Primary	Employees
7/8/2016	Sexual Harassment Prevention & Education	Gentry	SH	Primary	Employees
8/23/2016	Sexual Harassment Prevention & Education	Laurel Hall	SH, SA	Primary	Students and Employees
8/23/2016	Sexual Harassment Prevention & Education	Laurel Hall	SH, SA	Primary	Students and Employees
8/23/2016	Sexual Harassment Prevention & Education	ITE	SH,SA	Primary	Students and Employees
8/24/2016	Sexual Harassment Prevention & Education	Women's Center Program Room	SH, SA	Primary	Students
8/24/2016	Sexual Harassment Prevention & Education	CSD Exam Proctoring Room	SH, SA	Primary	Students
8/25/2016	Sexual Harassment Prevention & Education	Student Union Theatre	SH, SA	Ongoing	Students and Employees
8/25/2016	Consent 201	BUSN	SA	Ongoing	Students and Employees
8/26/2016	Sexual Harassment Prevention & Education	Women's Center Program Room	SH, SA	Primary	Students
9/6/2016	Consent 201	West Hartford Library Building Auditorium	SA	Ongoing	Students and Employees
9/9/2016	AXO & AKL Carnival/VAWPP Fundraiser	Fairfield Way	DaV, DoV	Ongoing	Students
9/10/2016	Sexual Harassment Prevention & Education	Rainbow Center	SH	Primary	Students and Employees
9/10/2016	Sexual Harassment Prevention & Education	Women's Center Program Room	SH, SA	Primary	Students and Employees

9/13/2016	Consent 201	Gentry	SA	Ongoing	Students
9/14/2016	Consent 201	Oak Hall	SA	Ongoing	Students
9/15/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
9/15/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
9/15/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
9/16/2016	Consent 201	Rowe	SA	Ongoing	Students
9/19/2016	Consent 201	Rowe	SA	Ongoing	Students
9/19/2016	Consent 201	Gentry	SA	Ongoing	Students
9/19/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
9/19/2016	Consent 201	BUSN	SA	Ongoing	Students and Employees
9/20/2016	Consent 201	Rowe	SA	Ongoing	students
9/20/2016	Consent 201	Rowe	SA	Ongoing	Students
9/20/2016	Consent 201	BUSN	SA	Ongoing	Students and Employees
9/20/2016	Consent 201	Gentry	SA	Ongoing	Students and Employees
9/20/2016	Consent 201	Gentry	SA	Ongoing	Students and Employees
9/21/2016	Consent 201	KNS	SA	Ongoing	Students and Employees
9/22/2016	Consent 201	WB Young	SA	Ongoing	Students
9/22/2016	Consent 201	Rowe	SA	Ongoing	Students
9/22/2016	Consent 201	BUSN	SA	Ongoing	Students and Employees
9/22/2016	Consent 201	Buckley	SA	Ongoing	Students and Employees
9/23/2016	Consent 201	Oak Hall	SA	Ongoing	Students
9/23/2016	Consent 201	Austin	SA	Ongoing	Students
9/26/2016	Consent 201	Academic Building (Avery Point)	SA	Ongoing	Students
9/26/2016	Consent 201	Academic Building (Avery Point)	SA	Ongoing	Students
9/26/2016	Consent 201	Academic Building (Avery Point)	SA	Ongoing	Students
9/26/2016	Consent 201	Academic Building (Avery Point)	SA	Ongoing	Students
9/26/2016	Consent 201	Oak Hall	SA	Ongoing	Students

9/26/2016	Consent 201	Rowe	SA	Ongoing	Students
9/26/2016	Consent 201	Atwater	SA	Ongoing	Students
9/26/2016	Consent 201	DRMU	SA	Ongoing	Students and Employees
9/26/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
9/27/2016	Consent 201	ITE	SA	Ongoing	Students
9/27/2016	Consent 201	Women's Center	SA	Ongoing	Students and Employees
9/27/2016	Consent 201	Buck	SA	Ongoing	Students and Employees
9/28/2016	Consent 201	Wood Hall	SA	Ongoing	Students
9/28/2016	Consent 201	Laurel Hall	SA	Ongoing	Students
9/28/2016	Consent 201	Women's Center	SA	Ongoing	Students and Employees
9/29/2016	Consent 201	Bous	SA	Ongoing	Students
9/29/2016	Consent 201	Women's Center	SA	Ongoing	Students and Employees
9/29/2016	Consent 201 Workshop & Instrument Design [Measuring Concepts]	Library Building (West Hartford Regional Campus)	SA	Ongoing	Students and Employees
9/30/2016	Consent 201	Rowe	SA	Ongoing	Students
9/30/2016	Consent 201	Rowe	SA	Ongoing	Students
9/30/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/3/2016	Consent 201	Buckley	SA	Ongoing	Students
10/3/2016	Consent 201	Gentry	SA	Ongoing	Students
10/3/2016	Consent 201	Oak Hall	SA	Ongoing	Students
10/3/2016	Consent 201	Rowe	SA	Ongoing	Students
10/3/2016	Consent 201	Laurel Hall	SA	Ongoing	Students and Employees
10/4/2016	Consent 201	Arjona	SA	Ongoing	Students
10/4/2016	Consent 201	Art	SA	Ongoing	Students
10/4/2016	Consent 201	Laurel Hall	SA	Ongoing	Students
10/4/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
10/4/2016	Consent 201	Art	SA	Ongoing	Students and Employees
10/5/2016	Consent 201	Rowe	SA	Ongoing	Students

10/5/2016	Consent 201	Oak Hall	SA	Ongoing	Students
10/5/2016	Consent 201	Oak Hall	SA	Ongoing	Students
10/5/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/5/2016	Consent 201	PBB	SA	Ongoing	Students and Employees
10/6/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/6/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/7/2016	Consent 201	PBB	SA	Ongoing	Students
10/7/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/10/2016-10/14/2016	Clothesline Project	Fairfield Way	DaV, DoV	Ongoing	Students and Employees
10/11/2016	Consent 201	Oak	SA	Ongoing	Students
10/11/2016	Consent 201	ART	SA	Ongoing	Students
10/11/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/12/2016	Consent 201	Oak	SA	Ongoing	Students
10/12/2016	Consent 201	Austin	SA	Ongoing	Students
10/12/2016	Consent 201	Rowe	SA	Ongoing	Students
10/12/2016	Consent 201	Rowe	SA	Ongoing	Students
10/12/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/13/2016	Consent 201	Next Gen	SA	Ongoing	Students and Employees
10/13/2016	Consent 201	Next Gen	SA	Ongoing	Students and Employees
10/14/2016	Consent 201	Oak Hall	SA	Ongoing	Students
10/17/2016	Campus Rape	Beach	SA, S	Ongoing	Students and Employees
10/17/2016	Sexual Harassment Prevention & Education	Oak Hall	SH, SA	Primary	Students
10/17/2016	Consent 201	Rowe	SA	Ongoing	Students
10/17/2016	Consent 201	Rowe	SA	Ongoing	Students
10/17/2016	Consent 201	Engineering II	SA	Ongoing	Students
10/17/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/18/2016	Consent 201	Engineering II	SA	Ongoing	Students
10/18/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees

10/18/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
10/18/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
10/19/2016	Consent 201	Next Gen	SA	Ongoing	Students
10/19/2016	Consent 201	Rowe	SA	Ongoing	Students
10/19/2016	Consent 201	Buckley	SA	Ongoing	Students
10/19/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
10/19/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
10/19/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
10/19/2016	Consent 201	Next Gen	SA	Ongoing	Students and Employees
10/19/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
10/20/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
10/20/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
10/20/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
10/20/2016	Consent 201	Laurel Hall	SA	Ongoing	Students and Employees
10/20/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/24/2016	Consent 201	Next Gen	SA	Ongoing	Students
10/24/2016	Consent 201	Laurel Hall	SA	Ongoing	Students
10/24/2016	Consent 201	Rowe	SA	Ongoing	Students
10/24/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
10/25/2016	Consent 201	Storrs	SA	Ongoing	Students
10/25/2016	Consent 201	Next Gen	SA	Ongoing	Students
10/25/2016	Consent 201	Hartford Regional	SA	Ongoing	Students
10/25/2016	Consent 201	Hartford Regional	SA	Ongoing	Students
10/25/2016	Consent 201	Laurel Hall	SA	Ongoing	Students and Employees
10/26/2016	Intimate Partner Violence	Family Studies	DaV, DoV	Ongoing	Students and Employees
10/26/2016	Consent 201	Hartford Regional	SA	Ongoing	Students
10/26/2016	Consent 201	Women's Center Program Room	SA	Ongoing	Students
10/26/2016	Consent 201	Rowe	SA	Ongoing	Students

10/26/2016	Consent 201	Storrs Hall	SA	Ongoing	Students
10/26/2016	Consent 201	Hartford Regional	SA	Ongoing	Students and Employees
10/27/2016	Consent 201	Hartford Regional	SA	Ongoing	Students
10/27/2016	Consent 201	Oak Hall	SA	Ongoing	Students
10/31/2016	Consent 201	Young	SA	Ongoing	Students
10/31/2016	GASA Greek Presentation	ITE	SA	Ongoing	Students
11/1/2016	Consent 201	Library Level 2	SA	Ongoing	Students
11/1/2016	Consent 201	Rowe	SA	Ongoing	Students
11/2/2016	Consent 201	Rowe	SA	Ongoing	Students
11/2/2016	Consent 201	GENT	SA	Ongoing	Students
11/2/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
11/2/2016	Consent 201	Next Gen Building Classroom	SA	Ongoing	Students and Employees
11/3/2016	Consent 201	Rowe	SA	Ongoing	Students
11/3/2016	Consent 201	Library Level 2	SA	Ongoing	Students
11/3/2016	Consent 201	Family Studies Building	SA	Ongoing	Students and Employees
11/3/2016	Consent 201	Waterbury Regional	SA	Ongoing	Students and Employees
11/4/2016	Consent 201	Next Gen	SA	Ongoing	Students
11/4/2016	Consent 201	ITE	SA	Ongoing	Students and Employees
11/4/2016	Consent 201	Castleman	SA	Ongoing	Students and Employees
11/7/2016	Intimate Partner Violence	Bio-Physics	DaV, DoV	Ongoing	Students and Employees
11/7/2016	Consent 201	Rowe	SA	Ongoing	Students
11/7/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
11/7/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
11/7/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
11/9/2016	Consent 201	ATWR	SA	Ongoing	Students
11/9/2016	Consent 201	BOUS	SA	Ongoing	Students
11/9/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
11/10/2016	Consent 201	Rowe	SA	Ongoing	Students

11/10/2016	Consent 201	Oak Hall	SA	Ongoing	Students
11/10/2016	Consent 201	Gentry	SA	Ongoing	Students and Employees
11/11/2016	Consent 201	Rowe	SA	Ongoing	Students
11/14/2016	Consent 201	Rowe	SA	Ongoing	Students
11/14/2016	GASA Greek Presentation	Austin	SA	Ongoing	Students
11/15/2016	Consent 201	Austin	SA	Ongoing	Students
11/15/2016	Consent 201	Stamford Regional	SA	Ongoing	Students and Employees
11/15/2016	Consent 201	Stamford Regional	SA	Ongoing	Students and Employees
11/15/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
11/15/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
11/15/2016	Consent 201	ROWE	SA	Ongoing	Students and Employees
11/16/2016	Consent 201	Next Gen	SA	Ongoing	Students
11/16/2016	Consent 201	Oak Hall	SA	Ongoing	Students
11/16/2016	Consent 201	BUSN	SA	Ongoing	Students
11/16/2016	Consent 201	Oak Hall	SA	Ongoing	Students
11/16/2016	Consent 201	BUSN	SA	Ongoing	Students
11/16/2016	Consent 201	BUSN	SA	Ongoing	Students
11/16/2016	Consent 201	BUSN	SA	Ongoing	Students
11/16/2016	Consent 201	BUSN	SA	Ongoing	Students and Employees
11/16/2016	Consent 201	Stamford Regional	SA	Ongoing	Students and Employees
11/16/2016	Consent 201	Stamford Regional	SA	Ongoing	Students and Employees
11/16/2016	Consent 201	Stamford Regional	SA	Ongoing	Students and Employees
11/16/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
11/16/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
11/16/2016	Consent 201	Northwest HD office	SA	Ongoing	Students and Employees
11/17/2016	Consent 201	Next Gen	SA	Ongoing	Students
11/17/2016	Consent 201	Stamford Regional	SA	Ongoing	Students and Employees
11/17/2016	Consent 201	Stamford Auditorium (Stamford Regional)	SA	Ongoing	Students and Employees



11/18/2016	Consent 201	Rowe	SA	Ongoing	Students and Employees
11/18/2016	Consent 201	Next Gen	SA	Ongoing	Students and Employees
11/28/2016	GASA Greek Presentation	Austin	SA	Ongoing	Students
11/29/2016	GASA Greek Presentation	Laurel Hall	SA	Ongoing	Students
11/30/2016	Consent 201	Oak Hall	SA	Ongoing	Students and Employees
12/6/2016	GASA Greek Presentation	Austin	SA	Ongoing	Students