

UNIVERSITY OF CONNECTICUT

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

January 1, 2014 – December 31, 2014



UConn

UNIVERSITY OF CONNECTICUT

OFFICE OF DIVERSITY AND EQUITY

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

Pursuant to General Statutes Section 10a-55m, Section 2(f), the University of Connecticut submits the following information pertaining to the time period of January 1, 2014 – December 31, 2014.

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

Attached please find a copy of the following UConn policies regarding sexual assault, stalking and intimate partner violence:

- Responsibilities of Community Life: The Student Code
- Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships
- Sexual Assault Response Policy
- Protection of Students and Staff from Discrimination and Harassment During Off-Campus Experiences
- Child Abuse and Neglect Reporting Policy

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

Attached please find a copy of UConn's brochure titled "Sexual Violence Relationship Violence Stalking Reporting and Resources." It is distributed to all victims who disclose sexual violence, relationship violence or stalking. It also is distributed to all incoming students and employees, and during numerous training sessions and awareness events throughout the year.

Victims also are guided to UConn's comprehensive sexual violence, relationship violence and stalking website: www.titleix.uconn.edu

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

Attached please find a chart of the 251 sexual assault, stalking, and intimate partner violence prevention, awareness and risk reduction programs implemented at UConn in 2014.

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IV. UConn's Sexual Assault, Stalking and Intimate Partner Violence Prevention and Awareness Campaigns

Attached please find a chart of the 251 sexual assault, stalking, and intimate partner violence prevention and awareness campaigns implemented at UConn in 2014.

V. Incidents of Sexual Assault, Stalking and Intimate Partner Violence Reported to UConn¹

When UConn's Office of Diversity and Equity (ODE) receives a report,² the appropriate institutional response is determined in part by whether the reported sexual misconduct took place at UConn and/or by a UConn community member (faculty, staff or student). If the answer is yes – i.e. the sexual violence is reported to have occurred at UConn and/or by a UConn student – ODE begins by making immediate contact with the Assistant Dean of Students for Victim Support Services to make outreach to the victim to ensure that the s/he is receiving appropriate support and resources. During their first conversation, the Assistant Dean will discuss on-campus and off-campus support and resources, and also will explain the criminal and University investigation processes. ODE also directly contacts the student to inform her/him about the reporting and investigation process at UConn and to request a meeting to discuss the University investigation process further.³ A student is under no obligation to reply or respond to this contact. If the answer is no – that is, that the reported sexual misconduct did not take place at UConn and did not involve a UConn community member as the alleged perpetrator – ODE will make immediate contact with the Assistant Dean of Students for Victim Support Services, who will make outreach to that student to offer support and resources, including an explanation of investigation options depending on where the incident occurred.

¹ It is important to note that the statistics of sexual misconduct reports received by ODE differ from the statistics of reported incidents of forcible rape, forcible fondling, and stalking in UConn's Annual Security Report and Annual Fire Safety report. As required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Annual Security Report contains the numbers of certain types of reported crimes, as defined by criminal statute, reported to have occurred in particular geographic locations during a calendar year. This difference in geographical scope means that some of the reported incidents referenced in this report do not fall within the Clery Act statistical definitions, as they did not occur within the geographical limits imposed under the Clery Act.

² A disclosure is made when a victim of sexual misconduct tells someone about her/his experience (example: a victim tells a faculty advisor) or when a third party with awareness of an event of sexual misconduct tells someone (example: a friend discloses to a Resident Assistant (RA) that a roommate experienced sexual misconduct). If the recipient of the disclosure is a UConn employee, including student RA's, the UConn employee must make a report to ODE pursuant to the *Sexual Assault Response Policy* (SARP) referenced above.

³ Where the victim is not a UConn student, ODE nevertheless contacts the victim to inform her/him about the reporting and investigation process at UConn and to request a meeting to discuss the University investigation process further.

Incidents of Sexual Assault, Stalking and IPV Reported to UConn in 2014

<i>Type of Incident</i>	<i>Number of Incidents Reported</i>	<i>Incident Alleged to have Occurred in 2014⁴</i>	<i>Number of Incidents Alleged to have Taken Place at UConn and/or Alleged to have Been Committed by a UConn Community Member</i>	<i>Victim Chose Not to Participate in University Process</i>	<i>Confidential or Anonymous Reports</i>
Sexual Assault	85	59	46	24	12
Stalking	18	18	17	8	0
IPV	28	24	19	4	1

Disciplinary Cases Resulting from Report of Incidents of Sexual Assault, Stalking and IPV

For reports of sexual misconduct alleged to have taken place at UConn and/or by a UConn community member, ODE attempts to speak with the victim about the incident(s).⁵ When the victim participates in the University process or the University determines that it must move forward despite the victim's non-participation, the University conducts an investigation and determines whether there is a preponderance of evidence that the respondent engaged in sexual misconduct in violation of University policy. If the University determines that a violation occurred and the respondent is a student, the Office of Community Standards adjudicates the matter and determines the appropriate disciplinary sanction for violations of *The Student Code*.⁶ If the University determines that a violation occurred and the respondent is an employee, the Office of Faculty and Staff Labor Relations assists with determining the appropriate disciplinary sanction in consultation with the employee's supervisor(s) and consistent with ODE's investigative findings.

⁴ Often, reports are not made to the University immediately following an incident of sexual misconduct. "Rape and sexual assault can take a profound toll on survivors, who often suffer from a wide range of physical and mental health problems" (The White House, 2014). Of the 85 reports of sexual assaults reported during the twelve month period of 2014, 59 reported assaults were alleged to have occurred within 2014. The remaining reported assaults (where a date was provided) were alleged to have occurred in 1979, 2010, 2011, 2012 and 2013.

⁵ If the victim requests to remain confidential, the University will give serious consideration to that request. Only in limited circumstances will the University proceed to a full Title IX investigation against the wishes of the victim. Generally, the University will seek to honor the request of the victim not to proceed to a Title IX investigation and to remain confidential. The University will consider a number of factors in deciding whether the request can be honored, including the age of the victim, whether there is evidence of a pattern of misconduct or perpetration, the severity of the misconduct, and whether there is a safety risk to the victim or the UConn community. Should the University, in weighing such factors, determine that it must proceed, the University will explain its rationale to the victim and make sure that the victim is offered support throughout the process. The victim will not be required to participate in the process.

⁶ From January 1, 2014 to July 31, 2014, the Office of Community Standards investigated all student-on-student sexual misconduct matters. Beginning on August 1, 2014, ODE assumed direct responsibility for Title IX case investigations, including student-on-student investigations related to sexual harassment and all forms of sexual misconduct, including sexual assault, stalking and intimate partner violence.

Disciplinary Cases

<i>Type of Incident</i>	<i>Number of Disciplinary Cases⁷</i>	<i>Finding of Not Responsible</i>	<i>Finding of Responsible & Expulsion</i>	<i>Finding of Responsible & Suspension</i>	<i>Finding of Responsible & Probation</i>
Sexual Assault	13 ⁸	5	7 ⁹	0	0
Stalking	4	1	0	1	2
IPV	9	5 ¹⁰	1	2	1

Appeals in Disciplinary Cases

When the respondent is a student and the matter is adjudicated through an administrative hearing, the decision reached by the hearing body or a sanction imposed by the hearing body may be appealed by the accused student or complainant. The review shall be for one or more of the following purposes: (1) 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 accused student a reasonable opportunity to prepare and to present a response to those allegations; (2) To determine whether the sanction(s) imposed were appropriate for the violation(s) of *The Student Code* for which the student was found responsible; or (3) 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.

⁷ This chart related to “disciplinary cases” captures cases handled by Community Standards prior to August 1, 2014 and cases handled under the new procedure of ODE managing student-on-student investigations beginning on August 1, 2014. It is important to note that for those cases where ODE determined that there was not a preponderance of evidence supporting finding a violation of *The Student Code*, those cases did not result in a referral to Community Standards for adjudication under *The Student Code*. These cases were nevertheless captured as “not responsible” findings in this chart.

⁸ In addition to non-participation by the victim, the number of disciplinary cases is less than the number of incidents connected to UConn because although an incident occurred on UConn property, the respondent was not connected to UConn as a student or employee. Therefore, the University does not have authority to issue discipline against the individual. The University nonetheless provides resources and support to victims in cases with respondents who are not connected to UConn as a student or employee.

⁹ One individual who was ultimately found responsible for sexual assault cancelled his enrollment to UConn prior to the conclusion of the investigation. The investigation was completed despite the enrollment cancellation.

¹⁰ One of these five matters resulted in a finding of harming behavior, and another matter resulted in a finding of harming behavior and disruptive behavior. These two matters resulted in issuing University warnings and requiring the students to appear for multiple educational meetings with staff.

Appeals

<i>Type of Incident</i>	<i>Number of Findings Appealed</i>	<i>Appeals Denied</i>	<i>Appeals Granted & Outcome</i>
Sexual Assault	6	5	1 (Findings Vacated ¹¹)
Stalking	0	N/A	N/A
IPV	1	1	N/A

¹¹ In this matter, the appeal officer granted the appeal based on new evidence affirmatively offered by the complainant (i.e. victim), which led to vacating the initial finding of responsibility and sanction of expulsion. The investigation was then reopened and ODE determined that this new evidence was sufficient to support reversing the original finding of responsibility.

UNIVERSITY OF CONNECTICUT

Policies

*Regarding Sexual Assault, Stalking and Intimate
Partner Violence*



UConn

UNIVERSITY OF CONNECTICUT

OFFICE OF DIVERSITY AND EQUITY

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 his or her 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 or designee shall make the final determination on the definition of any term found in *The Student Code*.

1. **“Administrative hearing officer” 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 provision 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 an administrative agreement 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” or “Complainant/Victim”** means any person who submits an allegation that a student violated *The Student Code*. When a student believes that s/he has been a victim of another student’s misconduct, the student who believes s/he has been a victim will have the same rights under *The Student Code* as are provided to the complainant, even if another member of the University community submitted the allegation itself.
5. **“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. See Appendix B for additional definitions regarding sexual misconduct and relationship violence.
6. **“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.
7. **“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.
8. **“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*.
9. **“Hearing Body” or “Student Conduct Officer”** means one or more members of the University community authorized by the Director of Community Standards or designee to determine whether a student has violated *The Student Code* and to impose sanctions as warranted.
10. **“Incident database”** means the electronic database used to track an incident and the response taken.

11. **“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).
12. **“May”** is used in the permissive sense.
13. **“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.
14. **“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 *Policy on Alcohol and Other Drugs*, the *Policy on Harassment*; graduate and undergraduate catalogs; and other publicized University notices.
15. **“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.
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 his or her 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, a complainant, or a victim 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.

Part III: Proscribed Conduct

The Student Code applies to students and to their registered organizations. Throughout this document the term “student” generally shall apply to the student as an individual and to a registered student organization as a single entity. Registered student organizations may be held accountable either through Department of Student Activities’ policies 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 his/her 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 his/her 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. Generally, University jurisdiction shall be limited to student conduct that occurs on University premises or at University-sponsored or University-supervised events (including students involved with off-campus internships and study abroad programs). However, 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 charged with conduct that potentially violates both the criminal law and *The Student Code* (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. 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 criminal law defendant.

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 or designee shall make the final determination on what constitutes a potential violation of *The Student Code* and shall establish the specific behavioral allegations(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 his/her 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. Intimate partner violence, sexual misconduct, and/or stalking as defined by University policy and/or Appendix B of *The Student Code*.
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 an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense. Apathy and/or acquiescence in the presence of hazing are not neutral acts; they are violations of this rule.
7. Violation of the *Policy on Alcohol and Other Drugs* (Appendix C).
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 participating 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 regarding any student or registered student organization alleging misconduct. Reports shall be prepared in writing and directed to the Director of Community Standards or to a designee. 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. A report should be submitted as soon as possible after the alleged misconduct takes place.
2. The Director of Community Standards or designee 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 complaint through the conduct process is the decision of the Director of Community Standards or designee.
3. Generally, the Director of Community Standards or designee will assign a student conduct officer(s) to the case who will investigate, schedule a conference with the respondent(s) and other individuals as deemed necessary and appropriate.

B. Administrative Conference

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 possible options for resolving the matter.
2. After reviewing the incident with the respondent, the student conduct officer will determine appropriate allegations, if any, and whether or not the situation may be resolved by way of an administrative agreement or by an administrative hearing. Respondents can also request an administrative hearing. A student who agrees to resolve any allegation(s) without an administrative hearing shall have no right to appeal.

C. Administrative Hearing Bodies

The Director of Community Standards or designee 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), a complainant, witnesses, the member(s) of the hearing body, a hearing advisor, and a support person for each respondent or complainant.

An essential component of any administrative 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 hearing body. In an effort to be as fair as possible to the complainant and respondent, student conduct procedures may be modified by Community Standards. In certain cases, such as those involving assault and harassment, support and privacy of all those potentially involved in the hearing process must and will be taken into consideration. This may include, but is not limited to, alteration of the hearing room setup, use of multiple rooms and 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 complainant, any alleged victim 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.
 - b. Review the completed investigation and findings report.
 - 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.
 - f. Be notified of the proposed information to be presented and to know the identity of witnesses who have been called to speak at the hearing or provide written information for the hearing when such information is known by the Director of Community Standards or designee 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 normally 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 or designee. The deliberations of the hearing body are private. Following the hearing, the hearing body shall advise the respondent in writing of its determination and of the sanction(s) imposed, if any. The Director of Community Standards or designee 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.
 - i. Submit a written response to the investigation and findings report. The decision to not present information is not an admission of responsibility.
 - j. Present information, incident witnesses, and incident witness statements when deemed appropriate and relevant by the hearing body as long as such witnesses and information are identified to the hearing body no less than two days in advance of the hearing.
 - 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 "Responsibility".
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. Names of witnesses coming to the hearing should be presented to the chair of the hearing body at least two days prior to the hearing.
 - d. When a hearing involves more than one respondent, the Director of Community Standards or designee may, at his or her discretion, permit the administrative hearings concerning each student to be conducted either separately or jointly.
 - e. If a respondent, after receiving notification, does not appear for a hearing, the hearing will proceed without the student.
 - 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, to the complainant, or to the victim.
 - g. The complainant, the respondent, the investigating student conduct officer, and the hearing body may arrange for witnesses to present pertinent information to the hearing body. 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.

- h. Pertinent records, exhibits, and written statements (including student impact statements) may be accepted as information for consideration by the hearing body at its discretion as long as such information was provided in accordance with Part IV.D.2.j. Information presented by a student during a hearing that indicates a potential violation of *The Student Code* may be adjudicated at a future time.
 - i. After the portion of the hearing concludes in which all pertinent information has been received, the hearing body shall determine whether the respondent has violated each section of *The Student Code* which the student is alleged with violating.
 - j. The hearing body's determination shall be made on the basis of whether it is more likely than not that the respondent violated *The Student Code*.
 - k. When a student respondent has been found "Responsible" on any violation, 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).
 - l. All procedural questions are subject to the final decision of the chair or the hearing 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 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.

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 University policy 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 responsible for a subsequent violation.
 - 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 his/her 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 or designee. 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. Conditions for readmission may be specified.
 - 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, “a” through “e”.
 - b. **Loss of Recognition:** Loss of all University privileges for a designated period of time. Loss of recognition for more than two consecutive semesters requires an organization to reapply for University recognition. Conditions for future recognition may be specified.
3. Aggravated Violations: If a student is responsible for violation of any University policy that is 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 violation(s) of *The Student Code* which the student was found responsible.
 - 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 an administrative hearing 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 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 or designee. 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. A student may have more than one file. Generally, a student conduct file, including related documents, will be kept 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 or designee 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.

7/16/2015

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.

Cheating – 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 s/he 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, s/he 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 to the student with 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 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 s/he withdraws the allegation of misconduct. A student who has been notified that s/he has been accused 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), any alleged victim and the respondent shall each have the right to:
 - a. Be notified of all alleged violations. This will typically be done through the University e-mail system. Students are responsible for checking their University e-mail and following the instructions contained within the e-mail.
 - b. Review any written complaint(s), as permitted by law, submitted in support of the allegation(s).
 - c. Be informed about the process.
 - d. 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.
 - e. 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.
 - f. Be notified of the identity of witnesses, as permitted by law, who have been called to speak at the hearing or who have been asked to provide additional written information by the Board.
 - g. Be accompanied by a support person. A student should select a support person whose schedule allows attendance at the scheduled date and time for the meeting(s) because delays will not be allowed due to the scheduling conflicts of a support person. A student is only allowed one support person.
 - h. Be present at the pertinent stages of the hearing as indicated by the Board. The deliberations of the Board are private.
 - i. Present a personal or community impact statement to the Board upon a finding of "Responsibility".
 - j. Following the hearing, the Board shall advise the respondent in writing of its determination and of the sanction(s) imposed, if any.
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 or designee may, at his or her discretion, permit the hearing concerning each student to be conducted either separately or jointly.
 - e. If a respondent, after receiving notification, does not appear for a hearing, the hearing will proceed without the student.
 - f. The support person shall limit his/her role in a hearing to that of a consultant to the respondent or the complainant.
 - g. The respondent and the complainant will each have an opportunity to provide a response.
 - h. The Board may request certain witnesses to provide additional or clarifying information to the Board.

- i. Any opportunity for additional, clarifying questions to be asked during the hearing is at the sole discretion of the Board.
 - j. All documentation to be used for consideration by the Board must be submitted according to the deadline established by the non-voting chairperson.
 - k. Information presented by a student during a hearing that indicates a potentially egregious violation of *The Student Code* may be adjudicated at a future time.
 - l. 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.
 - m. When a respondent has been found "Responsible" for any 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).
 - n. All procedural questions are subject to the final decision of the Board.
5. If the Board finds that the student is "not responsible" 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 "responsible", 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 administrative 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 his/her 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 his/her designee is final. There will be no further right of appeal.
5. The Provost or his/her 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.

Appendix B

Information Regarding Sexual Misconduct, Intimate Partner Violence and Stalking Cases

Introduction

Community Standards is responsible for the management of *Responsibilities of Community Life: The Student Code (The Student Code)* which can be viewed at <http://www.community.uconn.edu>. *The Student Code* describes the process for handling complaints of alleged student misconduct. This document provides supplemental information regarding the student conduct process for addressing issues regarding sexual misconduct. All members of the University community are encouraged to review the University of Connecticut's *Policy Against Discrimination, Harassment, and Inappropriate Romantic Relationships* which can be viewed at <http://www.sexualviolence.uconn.edu>.

As stated in *The Student Code's* 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." Any behavior, including sexual misconduct and harassment, that denigrates others is unacceptable and deplorable. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. Complaints against students regarding such alleged behavior are governed by the provisions of *The Student Code*.

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 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.

If any of the following are present, consent cannot be given:

- **Incapacitation** is a state where someone cannot make rational, reasonable decisions because s/he lacks the capacity to give knowing consent (e.g. to understand the "who, what, when, where, why, or how" of their sexual interaction).
 - Sexual activity with someone who one should know to be, or based on circumstances should reasonably have known to be, mentally or physically incapacitated (by alcohol or drug use, unconsciousness or blackout), constitutes a violation of *The Student Code*.
 - A person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the consumption of rape drugs cannot give consent.
 - Alcohol related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. Evidence of incapacity may be detected from context clues, such as:
 - Slurred speech
 - Bloodshot eyes
 - The smell of alcohol on their breath
 - Shaky equilibrium
 - Vomiting
 - Unusual behavior
 - Unconsciousness
 - Context clues are important in helping to determine incapacitation. These signs alone do not necessarily indicate 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 the use of emotional manipulation to persuade someone to do something they may not want to do such as being sexual or performing certain sexual acts. Being coerced into having sex or performing sexual acts is not consenting to having sex and is considered sexual misconduct.

Sexual Misconduct

Sexual misconduct includes, but is not limited to, the true threat of or actual sexual assault, unwelcome sexual contact, and/or sexual harassment. Sexual misconduct may vary in its severity and consist of a range of behaviors or attempted behaviors including, but not limited to the following examples:

- *Non-consensual Sexual Contact (or attempts to commit)* is any intentional sexual touching with any object(s) or body part that is without consent and/or by force.

- *Non-consensual Sexual Intercourse (or attempts to commit)* is penetration of a bodily orifice with any object(s) or body part that is without consent and/or by force.
- *Sexual Exploitation* occurs when a student takes advantage of another without that individual's consent for the initiator's own advantage or benefit or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.
 - Examples of sexual exploitation include, but are not limited to:
 - Sexual exhibitionism
 - Prostituting or soliciting another person
 - Non-consensual video, photographing, or audio-recording of a sexual nature and/or distribution of these materials via mediums such as the internet
 - Exceeding the boundaries of consent (e.g., allowing people to watch consensual sex without knowledge from the participants)
 - Peeping or other voyeurism
 - Knowingly transmitting a Sexually Transmitted Infection (STI) or HIV to another individual
 - Sexually-based stalking and/or bullying may also be forms of sexual exploitation
- *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, such as sexual assault or acts of sexual violence. 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. A violation of *The Student Code* will be found where: (a) submission to sexual harassment of any kind is made either explicitly or implicitly a term or condition of an individual's employment, performance appraisal, or evaluation of academic performance; or (b) these actions have the effect of creating a hostile learning or working environment. Sexual harassment creates a hostile environment when the harassment is sufficiently severe or pervasive to deny or limit a student's or employee's ability to participate in or benefit from the academic or work environment. State and federal law protect individuals from discrimination or discriminatory harassment in connection with employment and all academic, educational, extracurricular, athletic or other programs of a school. This protection extends to conduct that occurs both on and off University property.
 - Examples of sexual harassment include, but are not limited to:
 - Unwelcome sexual advances
 - Requests or attempts to extort sexual favors
 - Sexual violence
 - Inappropriate touching
 - Suggestive comments
 - Public display of pornographic or suggestive calendars, posters, or signs
 - Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sex-stereotyping and which may include physical aggression, intimidation or hostility are considered gender-harassment and are similarly prohibited.

Intimate Partner Violence (also referred to as dating violence, domestic violence and relationship violence)

Intimate partner violence is a pattern of behavior in an intimate relationship that is used to establish power and control over another person through fear and intimidation.

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 is 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
- 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

Stalking

Stalking involves any behaviors or activities occurring on more than one occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health, and/or physical health. Such behaviors or activities may include, but are 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)
- Making threats

Sexual Misconduct Reporting Options

Reports of sexual harassment and discrimination made to any University employee may be reported to the University's Title IX Coordinator, Elizabeth Conklin, Office of Diversity and Equity (ODE) (860-486-2943; elizabeth.conklin@uconn.edu; Wood Hall; 241 Glenbrook Road, Unit 4175, Storrs, CT 06269-4175). Sexual assaults reported to any University employee must be reported to the University's Title IX Coordinator/Office of Diversity and Equity. The Title IX Coordinator will ensure complaints of this nature are addressed by the appropriate University entities and will assist complainants in receiving any medical, mental health, or other services that may be warranted. The Title IX Coordinator or designee will also facilitate any interim measures that may be necessary to protect the complainant in the institutional setting.

Complaints against students are governed by *The Student Code*. Such complaints should be directed to Title IX Lead Investigator Meredith Smith, Title IX Investigator Alexis Phipps Boyd, or Title IX Investigator Ashley Cain. They are located in Wood Hall (first floor) and can be reached by calling 860-486-2943 or via email at ode@uconn.edu.

Third party or anonymous reports alleging student sexual misconduct will be accepted through the previous mentioned contact venues. The information provided anonymously will only be used in compliance of *The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* for data collection. Anonymous reports will typically not be used to initiate the formal student conduct process; however, under federal law the University is required to investigate all incidents of sexual harassment and discrimination, including sexual assaults, about which the University knows or has reason to know to protect the health and safety of the University community. The University may undertake an investigation even in those cases in which the complainant chooses not to cooperate.

Any person who believes that s/he has been sexually harassed or discriminated against on the basis of his/her sex or sexual orientation is strongly encouraged to contact the University's Title IX Coordinator, Elizabeth Conklin, Office of Diversity and Equity (ODE), located in Wood Hall (241 Glenbrook Road, Unit 4175, Storrs, CT 06269-4175). The telephone for ODE is 860-486-2943 and email is elizabeth.conklin@uconn.edu. The Title IX Coordinator or designee will ensure complaints of this nature are addressed by the appropriate University entities and will assist complainants in receiving any medical, mental health, or other services that may be warranted. The Title IX Coordinator or designee will also facilitate any interim measures that may be necessary to protect the complainant in the institutional setting.

It is encouraged that incidents of sexual assault be reported to the University of Connecticut Police Department at 860-486-4800 or by dialing 911 in the event of an emergency. The University of Connecticut Police Department is available 24 hours a day and may also be contacted anonymously through the Anonymous Tip Line by calling 860-486-4444 or sending an email to crimealerts@uconn.edu. Off-campus incidents can be reported to the Connecticut State Police, Troop C, 860-896-3222.

Individuals may decide not to file a report with any of the above units. Individuals are highly encouraged to seek medical attention, including counseling. The preservation of evidence, either through medical services and/or the police, can be critical in any investigation. A listing of resources can be found at www.sexualviolence.uconn.edu. Students who wish to file a report at a later date may contact any of the above mentioned units. Please note that a delay in reporting could weaken the information used to determine whether a student is responsible for sexual misconduct.

Student Conduct Process

The student conduct process for dealing with complaints is described in *The Student Code*. The information contained in this document provides additional information regarding sexual misconduct complaints. Individuals are strongly encouraged to read *The Student Code* to fully understand the process.

Upon receiving a report of sexual misconduct, the Office of Diversity and Equity may initiate an interim administrative action(s) as allowed by *The Student Code*. 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 accused student, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until a student conduct matter has been resolved. Actions may include, but are not limited to, no contact instructions, modification of residence hall status, limited access to campus, or interim suspension. The Office of Diversity and Equity and/or the Dean of Students Office may also impose interim measures or remedies that are not limited by *The Student Code*.

After receiving a complaint, the designated Title IX investigator(s) will immediately begin to investigate and strive to reach a resolution within 60 days of notification; however, there are circumstances that may extend this resolution timeline (e.g., gathering witness information, scheduling). Incidents resulting in an administrative review/hearing are typically conducted within fifteen days of the accused student being formally notified of the actual alleged violations. Regular updates as to the progress of the investigation will be provided to the complainant and the accused student by the investigator(s). Both the complainant and the accused student will be notified in writing of the outcome within 24 hours of the conclusion of the investigation or administrative review/hearing, whichever is later. Either party may request an appeal by submitting a request in writing within five business days of notification. Appeals are limited to a review of the process as outlined in *The Student Code*.

Both the complainant and accused student are afforded the same rights as outlined in *The Student Code*. This includes participating in the student conduct process, being accompanied by a support person, notification of the outcome, and the opportunity for appeal. The complete list is available in Part IV of *The Student Code*.

Determination of Facts Relative to an Alleged Violation

The standard used in determining whether or not the accused student violated University policy is a preponderance of evidence (whether it is more likely than not that a violation occurred).

Sanctions

If the accused student is found responsible for committing sexual misconduct and therefore, violating *The Student Code* appropriate sanctions will be imposed. Sanctions are determined by the seriousness of the violation, precedent for similar violations, and any existing aggravating and/or mitigating factors.

The University has four major sanctions: Warning, University Probation, University Suspension, or University Expulsion. When a student is found responsible for a violation(s), one of these is imposed. It is highly unlikely that a student found responsible for sexual misconduct would receive the sanction of a University Warning. The precedent regarding sexual assault is University Expulsion. A student may receive additional sanctions related to housing, student privileges, educational interventions, etc.

Privacy versus Confidentiality

To the extent possible, under federal law, if a student makes a report about an act of sexual misconduct to the Title IX Coordinator or designees, the institution has an obligation to investigate the complaint. The Title IX Coordinator and/or designees will protect the privacy of all parties to a complaint of sexual misconduct but cannot promise confidentiality. By law, very few University employees are permitted to promise confidentiality and are primarily limited to those employed by the University's Counseling and Health Services and the University's Department of Health Services.

Retaliation

Retaliation against a person for filing a complaint, or against witnesses for providing a statement during an investigation, is also prohibited and is a violation of *The Student Code*.

Appendix C

Policy on Alcohol and Other Drugs

The consequences of college drinking can be significant and more destructive than commonly realized according to the 2012 study done by the National Institute on Alcohol Abuse and Alcoholism (NIAAA).

Consequences of Underage Alcohol Use:

- Research indicates that alcohol use during the teenage years could interfere with normal adolescent brain development and increase the risk of developing an AUD. In addition, underage drinking contributes to a range of acute consequences, including injuries, sexual assaults, and even deaths.

Researchers at NIAAA estimate that each year:

- 1,825 college students between the ages of 18 and 24 die from alcohol-related unintentional injuries, including motor-vehicle crashes.
- 696,000 students between the ages of 18 and 24 are assaulted by another student who has been drinking.
- 97,000 students between the ages of 18 and 24 report experiencing alcohol-related sexual assault or date rape.
- Roughly 20 percent of college students meet the criteria for an AUD.
- About 1 in 4 college students report academic consequences from drinking, including missing class, falling behind in class, doing poorly on exams or papers, and receiving lower grades overall.
- <http://pubs.niaaa.nih.gov/publications/AlcoholFacts&Stats/AlcoholFacts&Stats.htm>

In recognition of these statistics, the University has created and adopted this Alcohol and Other Drug Policy ("AOD Policy"), with an emphasis on individual and shared responsibility, healthy and informed decision-making, and maintaining a caring environment. The AOD Policy of the University of Connecticut has been established to support a safe and legal use of alcohol. The AOD Policy both (1) identifies actions the University does not support in an effort to prevent harmful situations resulting from the irresponsible and/or illegal use of alcohol and other drugs; and (2) provides guidelines to support safe and legal use of alcohol for all university constituents.

Jurisdiction

The AOD Policy for the University of Connecticut applies to all students as defined by *Responsibilities of Community Life: The Student Code (The Student Code)*. Each member of the University of Connecticut community shall be involved in the implementation of and compliance with this policy. Unless otherwise stated by law, each individual retains responsibility for his or her actions at all times regardless of his or her mental or physical state, even if altered by alcoholic beverages or other drugs. Campus organizations may develop and enforce additional group/individual standards which are more restrictive than those established in this policy.

Persons who violate the laws of this state may be subject to arrest or citation. Students of the University may also be referred to the appropriate University authority for disciplinary sanctions for policy violations. Visitors who violate the laws or policies of the University may be required to leave University property. The AOD Policy will be interpreted and adjudicated through *The Student Code* (this AOD Policy applies to students of the University of Connecticut. Professionals, faculty and staff are subject to separate University policy regarding alcohol and other drugs, specifically the General Rules of Conduct).

Philosophy of the Alcohol and Other Drug Policy

Our community at the University of Connecticut is maintained by each individual and organization adhering to a code of conduct which emphasizes compassion, respect to self and others, honesty and integrity. The concern for these values and ethics are expressed in *The Student Code* and in other policies published throughout the University.

As an institution of higher education, the University of Connecticut strives to support the scholastic, physical, and mental development of our students. The University's principle role is to engage in education that leads to high standards, respectful conduct and a healthy, productive environment. When those are compromised, the University will take disciplinary action against organizations and individuals violating *The Student Code*. The University offers reasonable assistance for students who are substance-dependent.

Policy Statement

Alcohol

As members of the University community, students have an obligation to uphold *The Student Code* as well as obey all federal, state and local laws. The University of Connecticut has established the following policy requirements that define illegal alcohol use (including being under the influence), possession, sale or distribution of alcoholic beverages that violate university policy.

University standards regarding alcohol include but are not limited to the following:

1a. *Illegal consumption, possession, proximity.* Possession of alcohol on all of the University of Connecticut campuses 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. Alcohol paraphernalia (which includes but is not limited to: empty beer cans or bottles, shot glasses, etc.) being owned displayed or in the possession of a person is considered a violation of this policy.

1b. *Strength of alcohol.* Any alcohol that is stronger than 80 proof is not permitted on University of Connecticut campuses except where approved for academic purposes of the University.

1c. *Serving, distributing or obtaining alcohol.* Serving, distributing to or obtaining alcohol for any individual who is under 21 years of age is prohibited. Allowing a person under the age of 21 to consume alcohol is prohibited. Providing alcohol to a person who is visibly intoxicated and or pressuring others to use alcohol is a violation of this policy.

1d. *Public Consumption.* Alcohol may not be consumed anywhere on University of Connecticut campuses except in designated locations such as a restaurant or bar where the permittee assumes all liability of properly monitored events. University officiated events require proper server training of all personnel providing alcohol. No alcohol is to be consumed in public areas and open containers of alcohol are not permitted in public areas on University property except as defined by above criteria. ("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, library, academic and administration buildings, and outside buildings on University property.)

1e. *Location for Consumption.* Alcohol can only be consumed on University of Connecticut campuses where there is a liquor permit to serve alcohol. A consumer can only ingest alcohol at the event location.

1f. *Alcohol Procurement.* Alcohol may not be purchased with University funds or Trustee student organizations. The Department of Dining Services is the sole liquor permit holder on University campuses.

1g. *Alcohol Service on University Campuses* - The Department of Dining Services is the sole liquor permit holder on University campuses and is responsible for ensuring the proper service of alcohol at official University events. The Department of Dining Services must be used to serve alcohol on campus locations where they have a permanent installation. At University sites where Dining Services does not have a permanent installation, departments must seek approval from Dining Services to use an alternate service. Exceptions must be approved in writing by the Department of Dining Services.

1h. *Tap Systems.* No tap systems to administer alcohol may be used on University property except by a licensed permittee.

1i. *Drinking games and paraphernalia.* Drinking games are prohibited. Paraphernalia used to administer drinking games or assist the user in ingesting alcohol at a fast rate are a violation of University policy. This includes, but is not limited to, funnels and beer pong. Such paraphernalia may not be maintained on University property and will be confiscated if discovered.

1j. *Common Source Containers.* Common source containers containing alcohol are prohibited. This includes but is not limited to, kegs, beer balls, and/or punch bowls being used to serve alcohol.

1k. *Off-campus Functions.*

There are policies for student organizations holding events off campus at which there is alcohol.

- All Registered Student Organizations (RSOs) must participate in the Student Activities Off Campus Event Registration process. RSOs must register off campus events and subsequently receive risk management advising.
- Law School student organizations must assure compliance with Law School Off-Campus Social Event Guidelines

1l. *Driving under the influence.* Driving under the influence of alcohol on campus or off-campus is prohibited.

Drugs

As members of the University community, students have an obligation to uphold *The Student Code* as well as obey all federal, state and local laws. The University of Connecticut has established the following policy requirements that define

drug and medication use (including being under the influence), possession, sale, distribution or manufacturing of controlled substances and/or drugs, or drug paraphernalia, except as expressly permitted by law and University policy. University requirements regarding drug and medication use by students include but are not limited to the following (employees must abide by a separate policy regarding alcohol and other drugs identified in the General Rules of Conduct):

2a. *Illegal Drugs* - Illegal drugs are not permitted on University property.

2b. *Medications* - Prescription drugs are permitted on University of Connecticut campuses if accompanied by an authentic medical prescription. Use of legal medication outside the parameters of the medical authorization is prohibited.

2c. *Contraband* - Substance use paraphernalia, use, possession, sale, distribution and manufacturing except as permitted by law and the University's AOD Policy is prohibited.

2d. *Driving under the influence* - Driving under the influence of drugs on campus or off-campus is prohibited (exception: the use of medication prescribed by a doctor for whom physician recommendations are followed).



Discrimination, Harassment and Inappropriate Romantic Relationships, Policy Against

Title:	Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships
Policy Owner:	Office of Diversity & Equity
Applies to:	Faculty, Staff, Students
Campus Applicability:	The policy applies to the Storrs and regional campuses (including the Law School and the School of Social Work) including any and all off campus programs and any other site under the control of the University where university employees work.
Effective Date:	September 24, 2013
For More Information, Contact	Office of Diversity and Equity
Contact Information:	(860) 486-2943
Official Website:	http://ode.uconn.edu/

- [Frequently Asked Questions](#)
- [Romantic Relationships Reporting Form](#)
- [Graduate School Romantic Relationships Reporting Form](#)

I. Statement of Purpose

The University is committed to maintaining an environment free of discrimination or discriminatory harassment directed toward any person or group within its community – students, employees, or visitors. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of mutual respect. All members of the University community are responsible for the maintenance of an academic and work environment in which people are free to learn and work without fear of discrimination or discriminatory harassment. In addition, inappropriate Romantic relationships can undermine the University's mission when those in positions of authority abuse or appear to abuse their authority. To that end, and in accordance with federal and state law, the University prohibits discrimination and discriminatory harassment, as well as inappropriate Romantic relationships, and such behavior will be met with appropriate disciplinary action, up to and including dismissal from the University.

II. Non-Discrimination

It is the policy of the University to maintain an academic and work environment free from discrimination. Discrimination is contrary to the mission and standards of the University, it diminishes individual dignity, and it impedes equal employment and educational

opportunities. Discrimination is conduct 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 that excludes an individual from participation, denies the individual the benefits of, treats the individual differently, or 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 and federal law, to persons with disabilities.

III. Sexual and Discriminatory Harassment

The University will not tolerate discriminatory harassment directed toward any person or group within its community. Discriminatory harassment consists of offensive behavior directed at an individual or group 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. Harassing conduct 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. The University strictly prohibits making submission to discriminatory harassment a term or condition of an individual's employment, performance appraisal, or evaluation of academic performance. The University also forbids discriminatory harassment that has the effect of unreasonably interfering with an individual's performance or creating a hostile environment. Such behavior is particularly offensive to the spirit of this policy when those in positions of authority are involved in perpetrating harassment.

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, such as sexual assault or acts of sexual violence.^[1] 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. Sexual harassment, including sexual assault, can involve persons of the same or opposite sex. Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sex-stereotyping, and which may include physical aggression, intimidation or hostility, are considered sex-based harassment and are similarly prohibited. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University.

A violation of this policy will be found where: (a) submission to harassment of any kind is made either explicitly or implicitly a term or condition of an individual's employment, performance appraisal, or evaluation of academic performance; or (b) these actions have the effect of creating a hostile learning or working environment. Discriminatory harassment creates a hostile environment when the harassment is sufficiently severe, pervasive, or persistent to deny, limit or unreasonably interfere with a student's or employee's ability to participate in or benefit from the academic or work environment.^[2] State and federal law protects individuals from discrimination or discriminatory harassment in connection with employment and all academic, educational, extracurricular, athletic or other programs of a school. This protection extends to conduct that occurs both on and off University property.

IV. Reporting Concerns of Discrimination or Harassment

Any person who believes that s/he is being or has been discriminatorily harassed or otherwise subjected to discrimination by a University employee or person doing business with the University is encouraged to contact the Office of Diversity and Equity (ODE), which includes the Title IX Coordinator. ODE is located in Wood Hall, Unit 4175, 241 Glenbrook Road, Storrs, Connecticut 06269-4175; Telephone (860) 486-2943; Email: ode@uconn.edu. In particular, any person who believes s/he has been sexually harassed or discriminated against by any member of the University community on the basis of his or her sex (gender) is encouraged to contact the University's Title IX Coordinator, Elizabeth Conklin, Wood Hall, Unit 4175, 241 Glenbrook Road, Storrs, Connecticut 06269-4175, Telephone: (860) 486-2943; Email: titleix@uconn.edu. The Title IX Coordinator will ensure that complaints of this nature are addressed by the appropriate University administrators and will assist the parties in receiving support services. The Title IX Coordinator also will facilitate any interim measures that may be necessary during the investigation to protect the parties in the University setting.

Early reporting of concerns is encouraged because early intervention can prevent a situation from escalating. No person should feel compelled to wait to report concerns until discriminatory harassment becomes sufficiently severe, pervasive or persistent to create a hostile environment.

Complaints against students are handled by Community Standards and are governed by the provisions of The Student Code. Therefore, complaints about student misconduct (including graduate students) should be reported to Community Standards, Wilbur Cross Building, Room 301, 233 Glenbrook Road, Unit 4119, Storrs, CT 06269-4119; Telephone: (860) 486-8402; Email: community@uconn.edu.

V. Deans, Directors, Department Heads and Supervisors – Reporting Obligations for Discrimination and Harassment

All members of the University community are responsible for the maintenance of a social environment in which people are free to work and learn without fear of discrimination or harassment. The failure of supervisors at any level to remedy known discrimination or discriminatory harassment violates this policy as seriously as that of the original discriminatory act. As a result, deans, directors, department heads, and supervisors receiving information, including but not limited to informal and formal complaints and reports, that any University employee or person doing business with the University has engaged in discrimination or discriminatory harassment must alert ODE as to the nature of the incident and also refer the inquirer to ODE as soon as it is disclosed or becomes known to the dean, director, department head or supervisor.

Deans, directors, department heads, and supervisors receiving information, including but not limited to informal and formal complaints and reports, that a student (including graduate students) has engaged in discrimination or discriminatory harassment must alert Community Standards as to the nature of the incident and refer the inquirer to Community Standards as soon as it is disclosed or becomes known to the dean, director, department head or supervisor.

VI. Inappropriate Romantic Relationships

For the purposes of this policy, "Romantic 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 Romantic 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 Romantic 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.

i. Undergraduate Students

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

ii. 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 a Romantic 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 a Romantic 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 a Romantic relationship.

iii. Graduate Students in Positions of Authority

Like faculty and staff members, graduate students, while at all times considered students and not employees for the purposes of this policy, may nonetheless themselves be in a position of authority over other students, for example, when serving as a teaching assistant in a course or when supervising other students in research. The power difference inherent in such relationships means that any Romantic 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 a Romantic 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.

iv. Pre-existing Relationships with Any Student

The University recognizes that a Romantic relationship may exist prior to the time a student enrolls at the University or, for Romantic relationships with graduate students, prior to the time the faculty or staff member is placed in a position of authority over the graduate student. [Using the Romantic Relationships Disclosure Form](#), the current or prior existence of such a Romantic relationship must be disclosed to the Office of Diversity and 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 a Romantic 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 a Romantic relationship with another student are prohibited from serving in a position of authority over that student.

v. If a Romantic Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in a Romantic 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 Diversity and Equity or the Office of Faculty and Staff Labor Relations [using the Romantic Relationships Disclosure Form](#). 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 Romantic relationship itself, a faculty, staff or graduate student's failure to report the existence of an inappropriate Romantic 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

Romantic 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 a Romantic 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 Romantic 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 a Romantic 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.

i. Pre-existing Romantic Relationships Between Supervisors and Subordinate Employees

The University recognizes that a Romantic 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 a Romantic 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 Diversity and Equity and/or the Office of Faculty and Staff Labor Relations [using the Romantic Relationships Disclosure Form](#). 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.

ii. If a Romantic Relationship Occurs or has Occurred between a Supervisor and his/her Subordinate Employee

If, despite these warnings, a University employee enters into a Romantic 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 Diversity and Equity and/or the Office of Faculty and Staff Labor Relations [using the Romantic Relationships Disclosure Form](#). 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 Romantic 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.

C. Deans, Directors, Department Heads and Supervisors –Reporting Obligations for All Romantic Relationships in Violation of this Policy

Any dean, director, department head or supervisor who is aware or becomes aware of the existence of a Romantic relationship involving any University employee with a student or subordinate employee in violation of this policy must inform the Office of Diversity and Equity and/or the Office of Faculty and Staff Labor Relations as to the existence of the relationship as soon as it is disclosed or becomes known to the dean, director, department head or supervisor. The failure of supervisors at any level to report the existence of a prohibited Romantic relationship is a violation of this policy.

Any dean, director, department head or supervisor who is aware or becomes aware of the existence of a Romantic relationship involving any University graduate student with a student in violation of this policy must alert Community Standards.

Any employee, even those without supervisory authority, who becomes aware of a Romantic relationship that may be in violation of this policy is encouraged to alert the Office of Diversity and Equity and/or the Office of Faculty and Staff Labor Relations as to the existence of the relationship. Non-supervisory employees also may choose to utilize the Office of Audit, Compliance and Ethics Anonymous Reportline: (888) 685-2637.

VII. Non-Retaliation

The University encourages individuals to bring forward information and/or complaints about alleged violations of state or federal law, and University policy, rules, or regulations. Retaliation against any individual who, in good faith, reports or who participates in the investigation of alleged violations is strictly forbidden. For more information, please see the University's Non-Retaliation Policy: <http://policy.uconn.edu/?p=415>

VIII. Related University Policies

- Sexual Assault Response Policy: <http://policy.uconn.edu/?p=2139>
- Policy Statement: Affirmative Action and Equal Employment Opportunity: <http://policy.uconn.edu/?p=102>
- Policy Statement: People With Disabilities: <http://policy.uconn.edu/?p=419>
- Age Act Policy: <http://policy.uconn.edu/?p=2007>
- Non-Retaliation Policy: <http://policy.uconn.edu/?p=415>
- Code of Conduct (employees): <http://policy.uconn.edu/?p=140>
- Code of Conduct for University of Connecticut Vendors: <http://policy.uconn.edu/?p=2718>
- Responsibilities of Community Life: The Student Code: <http://community.uconn.edu/the-student-code-preamble/>

- Policy on Employment and Contracting for Service of Relatives: <http://policy.uconn.edu/?p=357>
- Child Abuse and Neglect Reporting Policy: <http://policy.uconn.edu/?p=2165>

IX. Review Period

The Title IX Coordinator is required to oversee the review of this policy in accordance with the University's Policy Protocol. The Title IX Coordinator will oversee a full review of this policy no later than two years after initial approval and then subsequently as needed.

Attachment A: University Resources

The Office of Diversity and Equity (ODE) and Title IX Coordinator

ODE investigates complaints alleging violations of University Policy against Discrimination, Harassment and Inappropriate Romantic Relationships, and coordinates the University's response to allegations of sex discrimination, sexual harassment, and sexual violence arising under University Policy and Title IX of the Education Amendments Act. ODE also conducts state-mandated and university-mandated diversity and sexual harassment prevention trainings. ODE is located on the first floor of Wood Hall, 241 Glenbrook Road, Unit 4175; Storrs, CT 06269-4175. Telephone: (860) 486-2943; Email: ode@uconn.edu; titleix@uconn.edu

The Office of Faculty and Staff Labor Relations (OSFLR)

OFSLR provides direction and guidance on how to effectively manage relationships with the numerous labor organizations that represent the University's workforce. In close collaboration with Human Resources and the University administration, OFSLR ensures that personnel actions are in compliance with University-specific and statewide collective bargaining agreements. OFSLR actively participates in developing and enforcing workplace policies and procedures and supports the University's ongoing compliance with laws and regulations that govern the employment relationship. OFSLR is located on the Depot Campus in the Brown Building, 9 Walters Avenue, Unit 5075; Storrs, CT 06269-5075. Telephone: (860) 486-8724; Email: laborrelations@uconn.edu

The Office of Community Standards

The Office of Community Standards is responsible for managing "Responsibilities of Community Life: The Student Code," which sets forth the standards for student behavior in the University community. Community Standards is a resource where student conduct is at issue and is located within the Wilbur Cross Building, Room 301, 233 Glenbrook Road, Unit 4119; Storrs, CT 06269-4119. Telephone: (860) 486-8402; Email: community@uconn.edu

The Office of Audit, Compliance and Ethics (OACE)

OACE is responsible for promoting a University-wide culture of compliance and ethics, and accepts reports of compliance concerns or requests for advice. Reports can be submitted using the twenty-four hour confidential Reportline – (888) 685-2637. Individuals who report possible compliance issues in good faith will be accorded confidentiality and/or anonymity to the extent possible under the law. OACE is located in the Brown Building, 9 Walters Avenue, Unit 5084; Storrs, CT 06269-5084. Telephone: (860) 486-4526; Email: reportline@uconn.edu

Attachment B: External Reporting Options

Office for Civil Rights (OCR)

OCR enforces federal laws prohibiting discrimination in programs or activities that receive federal financial assistance from the Department of Education. Boston Office, U.S. Dept. of Education, 5

Post Office Square, 8th Floor; Boston, MA 02109-3921. Telephone: (617) 289-0111; TTD: (877) 521-2172; www.ed.gov/ocr

Equal Employment Opportunity Commission (EEOC)

The EEOC enforces federal laws prohibiting employment discrimination because of a person's race, color, religion, sex, national origin, age, or disability. Boston Area Office, John F. Kennedy Federal Building, 475 Government Ctr.; Boston, MA 02203. Telephone: (800) 669-4000; TTD: (800) 669-6820; www.eeoc.gov

Connecticut Commission on Human Rights and Opportunities (CHRO)

The CHRO enforces state and federal civil rights laws that ban illegal discrimination in employment, housing, public accommodations, and credit transactions. Administrative Headquarters, 25 Sigourney Street; Hartford, CT 06106. Telephone: (800) 477-5737; TTD: (860) 541-3459; www.ct.gov/chro

[1] For more on the University's policies related to sexual violence, please see the University's Sexual Assault Reporting Policy found on the University's sexual violence awareness website: www.sexualviolence.uconn.edu.

[2] A single instance of sexual violence may be sufficient to create a hostile environment.

Policy Adopted: August 7, 2013

Revised: September 24, 2013



Sexual Assault Response Policy

Title:	Sexual Assault Response Policy
Policy Owner:	Title IX Coordinator
Applies to:	Employees
Campus Applicability:	All Campuses
Effective Date:	January 25, 2012
For More Information, Contact	Title IX Coordinator
Contact Information:	(860) 486-2943
Official Website:	http://ode.uconn.edu

The safety of all members of the University Community is of the highest importance to all of us. Sexual assault and intimate partner violence¹ contravene the mission and values of our academic community, and are a violation of the law and of the University's Codes of Conduct. The University is committed to offering services to support and assist victims of sexual assault. Perpetrators may be subject to campus and/or employment discipline, up to and including dismissal, as well as law enforcement action. For more information related to this policy, contact the University's Title IX Coordinator, Elizabeth Conklin, at (860) 486-2943, 241 Glenbrook Road, Wood Hall, Unit 4175, Storrs, CT, 06269-4175, titleix@uconn.edu.

Statement of Purpose

This policy is designed to assist University employees in responding to reports of sexual assault. It seeks to promote a timely and comprehensive response to known sexual assaults, including providing information to victims about medical treatment and support services. The policy also seeks to promote a safe campus environment and, where appropriate, to facilitate disciplinary processes and foster involvement of law enforcement officials in conformity with applicable laws and regulations.

Reporting Requirements for All Employees²

Any employee, except those who are empowered by law to maintain confidentiality as set forth below (see "Confidential Resource Options" below), who witnesses or receives a report of sexual assault, must report the incident (including the date, time, and location of the incident, the date the incident was reported to you, and the identities of the victim and, if disclosed, the alleged perpetrator) as soon as possible to the Office of Diversity and Equity: (860) 486-2943 (Storrs); (860) 679-3563 (UConn Health).³

While it is your responsibility to report the information you receive, it is not your responsibility to investigate what is reported to you. University officials within the appropriate offices will determine the appropriate next steps, including ensuring that victims have been made aware of available on and off campus resources. While efforts will be made to protect the privacy of the victim, the University retains the discretion to disclose a victim's identity to the appropriate officials if it is determined that such disclosure is prudent to protect the safety of the University community. If the alleged perpetrator is an employee, the Office of Faculty and Staff Labor Relations will be notified. As a result, you may inform the victim that your conversation is private *but not confidential*.

Confidential Resources

A victim who wishes to discuss the assault confidentially may contact a designated Sexual Assault Counselor, including, for Storrs campus students, the Sexual Assault Crisis Center of Eastern Connecticut (24-hour hotline: 860-456-2789), and the Hartford Region Sexual Assault Crisis Program (24 hour Hotline: (860) 522-6666) (statewide list included online: www.sexualviolence.uconn.edu).

Confidential assistance is also available within Student Health Services (including Counseling & Mental Health Services).⁴

Additional Guidance

Many services, both on and off campus, are available to victims of sexual assault. Comprehensive resource descriptions are listed on the University's sexual violence, intimate partner violence and stalking awareness website: www.sexualviolence.uconn.edu. One goal of this policy is to ensure that victims who report sexual assaults to any University employee are made aware of and receive necessary or desired services. Services available to victims include, but are not limited to, modifications to academic, living or working situations and assistance with campus transportation and/or notifying law enforcement, who can provide information about the importance of preserving physical evidence. In addition, victims are entitled to seek protective or restraining orders against their perpetrator(s), and the University will honor any lawful protective or restraining orders. If a sexual assault is reported to you in your role as a University employee, while you may advise the victim that any conversation you have will be private (will not be shared unnecessarily with others), **in no event should the victim be told that the conversation will be confidential** (will not be shared without the express consent of the parties to the conversation).⁵

Assisting Victims

For further guidance, Attachment A provides a non-exhaustive list of suggested assistance actions you may consider taking if a sexual assault is reported to you. In addition, www.sexualviolence.uconn.edu provides a comprehensive list of resources for victims of sexual violence, intimate partner violence, and stalking. You are encouraged to refer any victim who reports to you to www.sexualviolence.uconn.edu, as the resources listed there include personnel who have been specifically trained to respond to victims of sexual assault.

Self- Reporting by the Victim

In addition to the resources available both on and off campus (comprehensive listing at www.sexualviolence.uconn.edu), victims are encouraged to report sexual violence and intimate partner violence to the UConn Police (860) 486-4800 (Storrs), (860) 679-2121 (UConn Health); and the Office of Diversity and Equity (860) 486-2943 (Storrs), (860) 679-3563 (UConn Health). Victims can choose whether to identify themselves in making such reports. A victim who directly reports a sexual assault has the opportunity to be in control of the situation and may feel a greater sense of empowerment. Direct reporting also can be important for the safety of the entire University community. Victims have the right to report assaults to campus authorities without further participation in the process. A victim can choose to initiate action through law enforcement and/or the University disciplinary process. Victims should understand, however, that by choosing to not participate in the University disciplinary process, the response of the University may be limited.

Non-Retaliation

The University encourages students, employees, and members of the University community to report all incidents of sexual assault. Any threat of retaliation or other attempts to prevent the reporting of an incident of sexual assault is itself prohibited. See the University's Non-Retaliation policy: <http://policy.uconn.edu/?p=415>.

Attachment A

Non-Exhaustive List of Suggested Assistance Actions

- Assess the victim's need for immediate medical attention. Offer to accompany the victim to Student Health Services or to UConn Police, either of which can arrange transport to the Emergency Room if needed or desired.
- If immediate medical attention is not required or desired, provide the victim with a comfortable environment in which to discuss the situation (considering the victim's needs for safety and privacy).
- Mention to the victim the importance of preserving physical evidence.
- Explain as early as possible within your conversation that while your conversation will be private (will not be shared unnecessarily with others), it will not be confidential (will not be shared without the express consent of the parties to the conversation). Explain that *confidential* counseling is available through Student Health Services on campus and the Sexual Assault Crisis Center of Eastern Connecticut or other local sexual assault crisis centers off campus (Contact information contained online: www.sexualviolence.uconn.edu).
- Share the attached list of resources (www.sexualviolence.uconn.edu) with the victim and, if you are able, offer to accompany the victim to whatever resources the victim chooses to utilize.
- Do not suggest that the matter could be mediated between the victim and the alleged perpetrator.
- Offer to assist the victim in finding someone to accompany them to whatever resources the victim chooses to utilize.
- Offer to assist the victim in reporting the sexual assault to appropriate authorities on campus and in the community. The victim may report the sexual assault to the UConn Police (860) 486-4800 (Storrs), (860) 679-2121 (UConn Health); and/or the Office of Diversity and Equity (860) 486-2943 (Storrs), (860) 679-3563 (UConn Health).

[1] For purposes of this policy, "sexual assault," in addition to rape, includes unwanted physical contact with the intimate parts of a person's body for purposes of sexual gratification, humiliation or degradation. The genders of the alleged victim and alleged perpetrator are irrelevant. (See Chapter 952, Connecticut General Statutes). "Intimate partner violence" means any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault, stalking, or domestic violence as defined by Connecticut law. This policy supplements, but does not replace, University policies on sexual harassment and state law governing mandated reporters of child abuse as codified in Connecticut General Statutes §17a-101, et seq.

[2] While this requirement does not apply to students who are employed on the Student Payroll, certain student employees may have reporting obligations not addressed by this policy if they are deemed a "Campus Security Authority" (CSA) by the University.

[3] Nothing in this policy prevents an employee from also reporting this information to the UConn Police: (860) 486-4800 (Storrs), (860) 679-2121 (UConn Health).

[4] A limited number of University employees have the ability under state law to offer confidentiality and not disclose communications with a victim. Typically, these are clinical employees who work within the Office of Counseling and Mental Health Services within the Division of Student Affairs or UConn Health and include: (1) licensed marital and family therapists; (2) licensed social workers; (3) licensed professional counselors; (4) licensed psychologists; (5) psychiatrists licensed as physicians and substantially acting as psychiatrists; and (6) physicians and other medical professionals acting within a medical professional/patient relationship, including those recognized by the Privacy Rule of the Health Insurance Portability and Accountability Act (HIPAA). In addition, the University has exempted a very limited number of employees from the requirement to report under SARP, including medical personnel working within Student Health Services.

In addition, members of the UConn Police Department are not required to identify the victim if doing so would violate Connecticut General Statutes, section 54-86e. However, the professionals listed herein should remain cognizant of their legal and ethical responsibility to share information when necessary to prevent harm to the patient, client, or others within the University community. Additionally, if any of the professionals listed herein learn of a sexual assault outside the scope of their employment as a medical professional, social worker, therapist, or member of the police department, they are required to disclose the information to the Office of Diversity and Equity.

[5] As noted in this policy, a limited exception to this rule exists for certain categories of professionals who, by virtue of state law, are cloaked with the ability to promise confidentiality.

Policy Created: January 25, 2012

Revised: August 22, 2014



Protection of Students and Staff from Discrimination and Harassment during Off-Campus Experiences

Title:	Protection of Students and Staff from Discrimination and Harassment during Off-Campus Experiences
Policy Owner:	Office of Diversity & Equity
Applies to:	Faculty, Staff, Students
Campus Applicability:	
Effective Date:	November 1, 2003
For More Information, Contact	Office of Diversity & Equity
Contact Information:	(860) 486-2943
Official Website:	http://www.ode.uconn.edu/

It is necessary for students in many programs to complete practica or internships within outside organizations. Employees also may be assigned to work at external sites as a part of their job duties. The University's legal and ethical obligations to protect the civil rights of students and staff extends to those settings.

Below are policy guidelines developed in cooperation with several Deans whose students customarily complete practica with other agencies as part of their academic programs. Your cooperation in administering the guidelines is appreciated. Should you need advice or assistance, please consult with Elizabeth Conklin, Associate Vice President and Title IX Coordinator (860-486-2943)

1. Inclusion of University Policies in Contracts or Agreements with External Agencies.
 1. All contracts with suppliers of services must include reference to the Governor's Executive Orders 3 and 17, and specific language is required. These Executive Orders cover nondiscrimination, as does C.G.S. Section 4a-60.
 2. Other sections of the statute govern the conduct of state agencies in their normal functions.
 1. C.G.S. Section 46a-71 prohibits discrimination in the delivery of service; forbids state agencies to become parties to agreements with entities that discriminate (or fail to bar discrimination); requires state each State agency to analyze all of its operations to ascertain possible instances of noncompliance with the policy sections 46a-70 to 46a-78, inclusive, and to initiate comprehensive programs to remedy any defect found to exist; and requires every State contract or subcontract for construction on public buildings or for other public work or for goods and services to conform to the intent of Section 4a-60.
 2. C.G.S. Section 46a-75 prohibits discrimination in the provision of educational and vocational programs; require state agencies to encourage the fullest development of students' or trainees' potential, and encourage expansion of training opportunities under these programs so as to involve larger numbers of participants from those segments of the labor force where the need for upgrading levels of skills is greatest. The statutes do not require that contracts,

agreements, memoranda of understanding, et cetera, include reference to B (1) & (2). We prefer to include a brief reference to these obligations to assure that the agencies with whom we deal are well informed of the University's commitment to its statutory obligations.

3. The President's policies on nondiscrimination, affirmative action, and discriminatory harassment should be made a part of such contracts. It suffices to attach the most current versions to the agreements.
2. Internal Procedures for University Unit Entering Agreements.
 1. The school/unit should receive and review assurance that the external agency has strong nondiscrimination policies and complaint procedures.
 2. Each out-placed student should be advised of his or her civil rights, including the right to be free of racial, religious, and sexual harassment; and should be informed of the existing mechanisms for handling complaints in these areas.
 3. The Dean or Director should appoint a staff member to serve as chief contact person or advisor for, (a) reviewing civil rights policies and procedures noted in II (A) and (B) above, and (b) pursuing complaints filed as per II (D) & (E). The identity of the individual fulfilling a similar role in the external agency should be known to school officials and students.
 4. Procedures regarding handling complaints of discrimination and harassment registered by our students should be articulated and, preferably, made a part of the agreement.
 5. Complaint procedures should be formal (i.e., consistent, fair, and amenable to review) and should include the following elements:
 1. Publication of the appointed staff person's identity (noted in II (C) above).
 2. Means by which an aggrieved person may file a complaint, formal or informal, and may inform the unit of his or her desired resolution.
 3. Means by which the school/unit may be assured that the complaint is treated properly by the external agency. "Properly" is defined as the standard for remedies imposed in similar complaint situations filed against an internal party.
 4. Protection of the complainant from retaliation must be assured.
 6. Formal and informal complaints should be recorded in a manner that allows the unit to review agencies' conduct in this area prior to renegotiating agreements.
 7. ODE is to be consulted on a case-by-case basis. If an employee of the University is accused of discriminatory conduct, ODE must be apprised of the complaint. ODE may handle these complaints itself or may advise the designated representative of the school or unit.



Child Abuse and Neglect Reporting Policy

Title:	Child Abuse and Neglect Reporting Policy
Policy Owner:	Executive Officer, Office of the President
Applies to:	Employees
Campus Applicability:	All University departments at all campuses
Effective Date:	September 30, 2014
For More Information, Contact	Office of Diversity and Equity
Contact Information:	(860) 486-2943
Official Website:	http://ode.uconn.edu

UConn Child Abuse and Neglect Reporting Policy

Any employee who has reasonable cause to believe a sexual assault has occurred must comply with the University's Sexual Assault Response Policy, regardless of the age of the victim. See, <http://www.policy.uconn.edu/> and <http://www.policies.uchc.edu/>.

In addition, virtually all University 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, Connecticut General Statutes Sections 17a-101a to 17a-101d. Connecticut law defines child abuse and neglect as follows:

Child abuse occurs when a child under the age of 18 has had physical injury inflicted upon him or her other than by accidental means, has injuries at variance with history given of them, or is in a condition resulting in maltreatment, such as, but not limited to, malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment or cruel punishment. (Connecticut General Statutes §46b-120)

Child neglect occurs when a child under the age of 18 has been abandoned, is being denied proper care and attention physically, emotionally, or morally, or is being permitted to live under conditions, circumstances or associations injurious to his well-being. (Connecticut General Statutes §46b-120)

For further guidance see <http://www.ct.gov/dcf/cwp/view.asp?a=2556&Q=314384>

The Department of Children and Families 24 hour hotline for reporting suspected child abuse or neglect is 1-800-842-2288.

University employees are protected under Connecticut law for good faith reporting of suspected child abuse or neglect, even if later investigation fails to substantiate abuse or neglect.

Policy Created: January 25, 2012 (Approved by the Board of Trustees)

Revised: September 30, 2014

UNIVERSITY OF CONNECTICUT

Brochure

*Sexual Violence, Relationship Violence, Stalking
Reporting and Resources*



UConn

UNIVERSITY OF CONNECTICUT

OFFICE OF DIVERSITY AND EQUITY

If You Have Experienced Sexual Violence, Relationship 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 violence, 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 violence, relationship violence, and/or stalking, take photos of any damage or injury and keep communication records (i.e. 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 Office of Diversity and Equity (ODE). 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 violence, relationship 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 Orders; 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 Sexual Assault Response Policy, most employees who witness or receive a report of sexual assault must report the incident to the Office of Diversity and Equity (ODE). 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, and place of the incident, but not the identity of the victim-survivor.

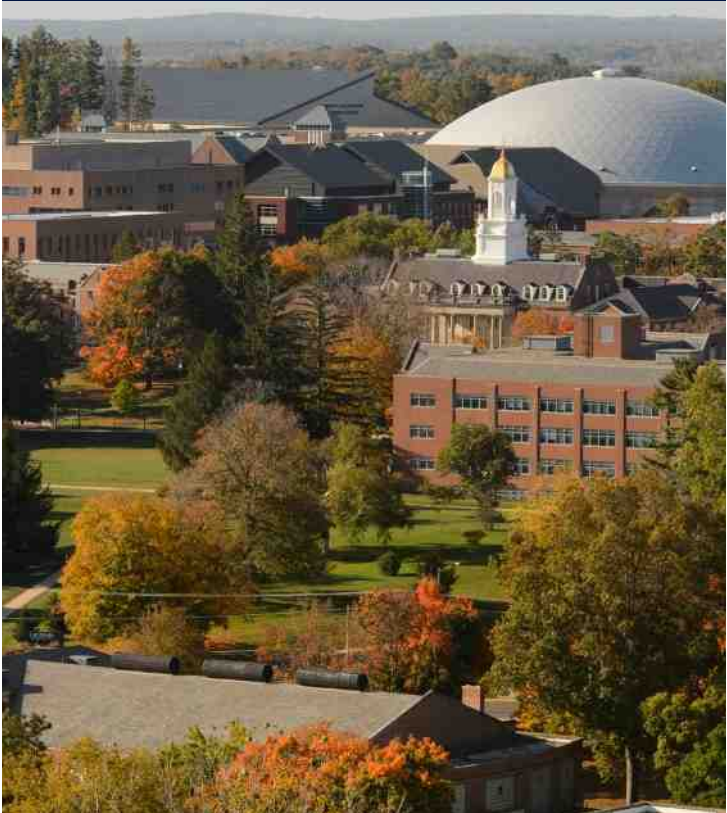


Office of Diversity and Equity
and the Title IX Coordinator
WOOD HALL, FIRST FLOOR
241 GLENBROOK ROAD, UNIT 4175
STORRS, CT 06269
860.486.2943



Sexual Violence Relationship Violence Stalking

Reporting and Resources



What is Sexual Violence*?

Sexual violence is any unwanted physical contact with the intimate parts of a person's body for the purposes of sexual gratification, humiliation, or degradation. Sexual violence can happen to anyone, regardless of gender.

What is Consent*?

An understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed-upon sexual activity. Consent must be informed and 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 Relationship Violence*?

Relationship violence (also known as intimate partner, dating, or domestic violence) is a pattern of behavior in an intimate relationship used to establish power and control over another person through fear and intimidation. Relationship violence can be verbal, emotional, and/or physical. Examples include: slapping, pulling hair, name calling, damaging property, and threats of abuse or physical harm.

What is Stalking*?

Stalking involves any behaviors or activities occurring on more than one occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health, and/or physical health. Examples include: non-consensual communications (in person, text, phone, social media, email), surveillance, or showing up at the targeted person's classroom or workplace.

* Please note that these definitions are contained within UConn's Student Code 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 Office of Diversity and Equity (ODE) for assistance and investigation. Reporting can help to ensure the safety of the victim-survivor and the entire campus community. **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
- If you are unsure where to call, start with UConn Police

The Office of Diversity and Equity (ODE) 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 University conduct code and policy violations when the accused individual is a UConn student or employee
- Investigates regardless of whether the incident(s) occurred on or off campus
- Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination
- Enacts University No-Contact Orders
- ODE’s Associate Vice President and Title IX Coordinator, Elizabeth Conklin, is responsible for ensuring that all reports are addressed by UConn

Confidential Resources (On-Campus)

NOT required to report to ODE

Student Health Services
Advice Nurse on call 24/7: 860.486.4700*
234 Glenbrook Road, Storrs
Phone: 860.486.2719 (Appointment Desk)
http://shs.uconn.edu/womens-health

- 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 ODE
All services are free and confidential

Connecticut Sexual Assault Crisis Services, Inc.
Statewide Hotline: 1.888.999.5545 (24/7)
Spanish Hotline: 1.888.568.8332 (24/7)

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

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
175 Main Street, 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 ODE

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 for Victim Support Services can explain 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 Dean of Students

Department of Residential Life
RA’s and Hall Directors are on call 24/7 during the academic year
Rome Commons, Ground Floor
626 Gilbert Road Extension, 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

UNIVERSITY OF CONNECTICUT

Prevention, Awareness and Risk Reduction Programs

*Regarding Sexual Assault, Stalking and Intimate
Partner Violence*



UConn

UNIVERSITY OF CONNECTICUT
OFFICE OF DIVERSITY AND EQUITY



2014 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 2014:

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

**** Primary: new employees/students Ongoing: throughout the year**

*****Please note: all permanent employees, including those at the regional campuses, are required to attend Sexual Harassment Prevention Training**

2014 Risk Reduction Programs				*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) ** Primary= new employees/students ***Ongoing= throughout the year		
Department	Name of Program	Date Held	Location Held	Which Prohibited Behavior was Covered?*	Primary** or Ongoing***	Student or Employees
Public Safety	Uconn Self DEFENSE	1/1/2014	Shippee Storrs	DoV, daV, SA, S	Primary	Students
Public Safety	Uconn Self DEFENSE	2/1/2014	Shippee Storrs	DoV, daV, SA, S	Ongoing	Students
Public Safety	Uconn Self DEFENSE	3/1/2014	Shippee Storrs	DoV, daV, SA, S	Ongoing	Students
Public Safety	Uconn Self DEFENSE	4/1/2014	Avery Point	DoV, daV, SA, S	Ongoing	Students
Public Safety	Uconn Self DEFENSE	5/1/2014	Hawley Armory Storrs	DoV, daV, SA, S	Primary	Employees
Public Safety	Uconn Self DEFENSE	5/1/2014	Hawley Armory Storrs	DoV, daV, SA, S	Ongoing	Employees
Public Safety	Uconn Self DEFENSE	6/1/2014	Avery Point	DoV, daV, SA, S	Ongoing	Students
Public Safety	Uconn Self DEFENSE	11/21/2015	Avery point	DoV, daV, SA, S	Primary	Students

2014 Prevention and Awareness Programs				*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) ** Primary= new employees/students ***Ongoing= throughout the year		
Department	Name of Program	Date Held	Location Held	Which Prohibited Behavior was Covered?*	Primary** or Ongoing***	Student or Employees
Women's Center	Sexual Harrasment Education & Prevention Workshop	1/14/2014	Wilson A112	SH, SA	Primary	Students
Women's Center: VAWPP	Help Us Help U: RA Focus Group (RE: Stronger)	1/15/2014	SU 324	SA	On-going	Students
Women's Center: VAWPP	Exchange Student Spring Orientation	1/20/2014	Rome Ballroom	SA, SH	Primary	Students
Women's Center	Sexual Harrasment Education & Prevention Workshop	1/29/2014	LOB	SH, SA	Primary	Students
Women's Center	Sexual Harrasment Education & Prevention Workshop	1/30/2014	Women's Center	SH, SA	Primary	Students
Women's Center	Sexual Harrasment Education & Prevention Workshop	1/30/2014	LOB	SH, SA	Primary	Students
Women's Center: VAWPP	Power & Control Workshop	2/7/2014	Laurel Hall	DaV	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	2/7/2014	Storrs Hall 001	DaV	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	2/7/2014	Koons Hall 311	DaV	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	2/7/2014	Storrs Hall 001	DaV	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	2/7/2014	Storrs Hall 001	DaV	On-going	Students
Women's Center	V-DAY: One Billion Rising Open Mic	2/14/2014	Women's Center Program Room	SA	On-going	Students
Women's Center	ACLU Panel: Title IX: Know Your Rights	2/19/2014	North Reading Room, Wilbur Cross	SA, SH, DaV, S	On-going	Students

Women's Center	Rape Aggression Defense (RAD) Presentation	2/24/2014	Shippee Pequot Room	SA	On-going	Students
Women's Center	Sexual Assault & Stalking on Campus	3/11/2014	Laurel Hall 109	SA, S	On-going	Students
Women's Center	Sexual Assault & Stalking on Campus	3/11/2014	CHEM 215	SA, S	On-going	Students
Women's Center	VAWPP Overview & Rape Culture Discussion	3/24/2014	CUE 134	SA	On-going	Students
Women's Center*	Brave Miss World Documentary Screening	3/27/2014	Oak Hall 101	SA	On-going	Combination
Women's Center: VAWPP	Bringing in the Bystander Workshop	3/28/2014	Laurel Hall 111	SA, DaV	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	3/28/2014	Video Theatre 2, Homer Babbidge Library	SA, DaV	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	3/28/2014	Video Theatre 1, Homer Babbidge Library	SA, DaV	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	3/28/2014	Storrs Hall 001	SA, DaV	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	3/28/2014	Storrs Hall 001	SA, DaV	On-going	Students
Women's Center	GAP Student Orientation	3/28/2014	Women's Center Program Room	SA, DaV, S	Primary	Students
Women's Center	Sexual Assault in Greek Life Discussion - AKA's Ivy Week	3/28/2014	Class of 1947 Room, Homer Babbidge Library	SA	On-going	Students
Women's Center	Domestic Violence Overview	4/1/2014	Fine Arts Building 104	DaV, DoV	On-going	Students
Women's Center: VAWPP	VAWPP Overview & Rape Culture Discussion	4/7/2014	Rainbow Center	SA, DaV	On-going	Students
Women's Center	Domestic Violence Overview	4/9/2014	Castleman 146	DaV, DoV	On-going	Students
Women's Center	VAWPP Overview & Bystander Basics	4/15/2014	Laurel Hall 206	SA, DaV	On-going	Students

Women's Center: VAWPP	Orientation Leader Summer VAWPP Training	4/15/2014	Women's Center Program Room	SA, DaV, S	Primary	Students
Women's Center*	UConnSENT Day	4/16/2014	Fairfield Way	SA	On-going	Combination
Women's Center	Project Unsilenced/Unbreakab le	4/21/2014 - 4/26/2014	Babbidge Library	SA	On-going	Combination
Women's Center	Take Back the Night	4/30/2014	Student Union Ballroom	SA	On-going	Combination
Women's Center: VAWPP	VAWPP Poster Session for FYE Instructors	5/14/2014	SU Ballroom	SA, DaV	On-going	Employees
Women's Center: VAWPP	Summer Orientation VAWPP Facilitator Training	5/18/2014	Great Hall, Alumni Center	SA, DaV, S	Primary	Students
Women's Center: VAWPP	Summer Orientation VAWPP Facilitator Training	5/19/2014	Women's Center Program Room	SA, DaV, S	Primary	Students
Women's Center: VAWPP	Summer Orientation VAWPP Facilitator Training	5/22/2014	Women's Center Program Room	SA, DaV, S	Primary	Students
Women's Center: VAWPP	Transfer Student Summer Orientation	5/21/2014- 7/11/2014	ITE-C80	SA, DaV, S	Primary	Students
Women's Center: VAWPP	First-Year Student Summer Orientation	5/23/2014 - 7/10/2014	ITE-C80, Cultural Centers & Student Union	SA, DaV, S	Primary	Students
Women's Center: VAWPP	Campus Change Summer Orientation	5/30/2014 - 6/24/2014	Laurel Hall 201	SA, DaV, S	Primary	Students
Women's Center: VAWPP	Avery Point Orientation Leader Training	6/2/2014	Avery Point	SA, DaV, S	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	6/19/2014	Gentry 119	SH, SA	Primary	Employees
Women's Center	Sexual Harassment Prevention & Education Workshop	7/2/2014	Oak Hall 235	SH, SA	Primary	Employees
Women's Center	Sexual Assault Prevention	7/3/2014	ITE-C80	SA, DaV, S	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	7/24/2014	Rowe 217	SH, SA	Primary	Employees

Women's Center	Athletics Orientation	7/30/2014	Women's Center Program Room	SA, DaV, S	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	8/12/2014	Oak Hall 112	SH, SA	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	8/12/2014	Oak 117	SH, SA	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	8/13/2014	CHEM 304	SH, SA	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	8/19/2014	Pequot Room, Shippee	SH, SA	Primary	Students
Women's Center	InterACT Preparation	8/20/2014	Women's Center	SA	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	8/20/2014	Student Union 410	SH, SA	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	8/20/2014	Student Union 104	SH, SA	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	8/21/2014	Student Union 221	SH, SA	Primary	Students
Women's Center: VAWPP	International Student Summer Orientation	8/21/2014	ITE-C80, Women's Center, Rainbow Center, AACC, SU 324, SU 325, SU 410	SA, DaV, S	Primary	Students
Women's Center: VAWPP	Exchange Student Summer Orientation	8/21/2014	Laurel Hall 101, 206, 107, 108, 110, 111	SA, DaV, S	Primary	Students
Women's Center: VAWPP	What is consent?	9/5/2014	CUE 134	SA	On-going	Students
Women's Center: VAWPP	What is consent?	9/5/2014	CUE 134	SA	On-going	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	9/6/2014	Women's Center	SH, SA	Primary	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	9/7/2014	Women's Center	SH, SA	Primary	Students
Women's Center	Female Orgasm	9/8/2014	Student Union Theatre	SA, DaV	On-going	Combination

Women's Center	Female Orgasm	9/9/2014	Student Union Theatre	SA, DaV	On-going	Combination
Women's Center	Gender & Violence in the Media Workshop	9/10/2014	Women's Center Program Room	SA, DaV, S	On-going	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	9/13/2014	Rainbow Center	SH, SA	Primary	Students
Women's Center: VAWPP	Power & Control Workshop	9/16/2014	Women's Center Program Room	DaV	On-going	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	9/19/2014	CMHS Building	SH, SA	Primary	Students
Women's Center: VAWPP	Power & Control Workshop	9/22/2014	ATWRA 001	DaV	On-going	Students
Women's Center: VAWPP	Red Flag Campaign	9/22/2014 - 9/26/2014	Various Locations	DaV	On-going	Combination
Women's Center: VAWPP	Power & Control Workshop	9/24/2014	Engineering II-321	DaV	On-going	Students
Women's Center*	Ahimsa - Green Dot: "Silent Majorities": Preventing Violence through Bystander Intervention	9/29/2014	Dodd Center	SA, DaV, S	On-going	Combination
Women's Center: VAWPP	Power & Control Workshop	9/30/2014	Women's Center Program Room	DaV	On-going	Students
Women's Center*	Blood Rising Film Screening	10/1/2014	Dodd Center	SA	Primary	Students
Women's Center: VAWPP	Power & Control Workshop	10/2/2014	George White Building	DaV	On-going	Students
Women's Center	Preparing to Discuss Sexual Harassment Prevention Workshop	10/3/2014	Rowe 234	SH, SA	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	10/6/2014	Storrs Hall 001	DaV	On-going	Students
Women's Center	Sexual Harassment Prevention & Education Workshop	10/6/2014	Rowe 122	SH, SA	Primary	Students
Women's Center: VAWPP	Rape Aggression Defense (RAD) Presentation	10/6/2014	Shippee Pequot Room	SA	On-going	Students

Women's Center: VAWPP	VAWPP Overview & Sexual Violence on College Campuses	10/10/2014	Castleman 201	SA	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	10/13/2014	Castleman Hall	DaV	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	10/13/2014	ITE-127	DaV	On-going	Students
Women's Center: VAWPP	Gender & Violence in the Media Workshop	10/14/2014	Oak Hall 109	SA, DaV, S	On-going	Students
Women's Center	Domestic Violence Overview	10/14/2014	Wilson 113	DaV, DoV	On-going	Students
Women's Center: VAWPP	Gender & Violence in the Media Workshop	10/15/2014	Beach Hall	SA, DaV, S	On-going	Students
Women's Center: VAWPP	Gender & Violence in the Media Workshop	10/16/2014	Oak Hall 106	SA, DaV, S	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	10/20/2014	Hilltop Apartments	SA, DaV	On-going	Students
Women's Center	Sexual Assault & Stalking on Campus	10/20/2014	Ryan 202	SA, S	On-going	Students
Women's Center	Sexual Assault & Stalking on Campus	10/20/2014	Laurel Hall 202	SA, S	On-going	Students
Women's Center: VAWPP	Clothesline Project	10/20/2014 - 10/24/2014	Fairfield Way	DaV, DoV	On-going	Combination
Women's Center*	UNESCO Conference - Human Trafficking, Forced Labor and Exploitation	10/21/2014	Student Union Theatre	SA, DoV	On-going	Combination
Women's Center: VAWPP	Gender & Violence in the Media Workshop	10/21/2014	Sprague Residence Hall	SA, DaV, S	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	10/22/2014	Storrs Hall 011	SA, DaV	On-going	Students
Women's Center	Splitting the World Open: Arts & Activism Workshop	10/22/2014	Laurel Hall	SA, DoV	On-going	Combination
Women's Center	The Opposite of Violence	10/22/2014	Student Union Theatre	SA, DoV	On-going	Combination
Women's Center: VAWPP	Power & Control Workshop	10/23/2014	Women's Center	DaV	On-going	Students

Women's Center	Bringing in the Bystander Workshop	10/25/2014	ITE-C80	SA, DaV	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	10/28/2014	Burton Football Complex	DaV	On-going	Students
Women's Center: VAWPP	Consent 101	10/29/2014	Oak Hall 269	SA	On-going	Students
Women's Center	Women's Center's Programs and Observations re: Gender-Based Violence	10/30/2014	School of Business 302	SA, DaV, DoV, S	Primary	Employees
Women's Center: VAWPP	Power & Control Workshop	10/30/2014	CTC Quinnepaug Lounge	DaV	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	10/31/2014	Business School 226	DaV	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	11/3/2014	Engineering II-323	SA, DaV	On-going	Students
Women's Center	Sex & Justice - Anita Hill Film	11/3/2014	Women's Center	SH	On-going	Combination
Women's Center: VAWPP	Bringing in the Bystander Workshop	11/6/2014	Laurel Hall	SA, DaV	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	11/17/2014	North Game Room	SA, DaV	On-going	Students
Women's Center: VAWPP	Power & Control Workshop	11/10/2014	ITE-125	DaV	On-going	Students
Women's Center	Intimate Partner Violence Overview	11/10/2014	FSB 220	DaV, DoV	On-going	Students
Women's Center: VAWPP	Bringing in the Bystander Workshop	11/13/2014	Austin Building	SA, DaV	On-going	Students
Women's Center	Sexual Harrassment Prevention & Education Workshop	11/19/2014	Women's Center	SH, SA	Primary	Students
Women's Center: VAWPP	Power & Control Workshop	11/19/2014	Family Studies Building	DaV	On-going	Students
Women's Center: VAWPP	Pray the Devil Back to Hell Film Screening	11/19/2014	Dodd Center	SA	On-going	Combination
Women's Center	Gender & Violence in the Media Workshop	11/20/2014	Ryan 251	SA, DaV, S	On-going	Students

Women's Center	Winter Orientation	12/16/2014 - 12/19/2014	Oak Hall 101	SA, DaV, S	Primary	Students
Wellness and Prevention Services	Student Life Session Orientation/alcohol and other drugs (SA)	May 22-July 8 2014	ITE 80	Sexual Violence	Primary	students
Wellness and Prevention Services	Safer sex supply goodie bags given out with consent card (SA)	August-December 2014	Given out at the Health Education Office in Wilson Hall	Sexual Violence	On-going	students
Wellness and Prevention Services	Sexual Jeopardy (SA) First Year Experience Classes	Sept-Nov 2014	Various classrooms across campus	Consent/Sexual Violence	Primary	students
Wellness and Prevention Services	Rubberwear peer education program (SA) evening program	Sept-Nov 2014	Various residence halls, student groups, Greek, cultural centers	Consent/sexual violence	On-going	Students
Wellness and Prevention Services	Stall Street News-Title IX	8/20/2014 & 9/12/14	Various residence halls	Consent/Sexual Violence	On-going	students
Wellness and Prevention Services	Rubberwear peer education program (SA) evening program	Spring 2014	Various residence halls, student groups, Greek, cultural centers	Consent/sexual violence	On-going	students
Office of Diversity and Equity	New Employee Orientation	12/29/2014	HR, Brown Bldg., Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	12/17/2014	Konover Auditorium	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	12/12/2014	HR, Brown Bldg., Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Title IX and Study Abroad	12/7/2014	Buckley Dorm Classroom	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	Title IX and Study Abroad	12/5/2014	Student Union 316	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	New Employee Orientation	12/1/2014	HR, Brown Bldg., Depot Campus, Storrs	SA	Primary	Employees

Office of Diversity and Equity	Sexual Harassment Prevention	11/18/2014	Storrs with Simulcast to Avery Point, Stamford and Law School	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	11/14/2014	HR, Brown Bldg., Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Sexual Assault Reporting Requirements	11/14/2014	Oak, Room 408	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Management Support and Development program	11/13/2014	School of Business, Room 321	SA	Ongoing	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	11/13/2014	Gentry, Room 131	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	Title IX, Sexual Assault Prevention, Resources and Reporting	11/11/2014	Student Union, Room 331	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	Sexual Assault Resources and Reporting while Traveling Abroad	11/10/2014	Student Union Theatre	DoV, DaV, SA, S	Primary	Students
Office of Diversity and Equity	New Employee Orientation	10/31/2014	HR, Brown Bldg., Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Responsibilities of Community Life: The Student Code	10/30/2014	School of Business, Room 302	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Student Roundtable Scenarios Event	10/30/2014	Wilbur Cross North Reading Room 321	DaV, SA	Ongoing	Students
Office of Diversity and Equity	Management Support and Development program	10/27/2014	School of Business, Room 321	SA	Ongoing	Employees
Office of Diversity and Equity	New Employee Orientation	10/17/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	10/16/2014	Student Union, African American Cultural Center	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	New Employee Orientation	10/3/2014	HR, Brown Bldg., Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Management Support and Development program	9/22/2014	Konover Auditorium	SA	Ongoing	Employees

Office of Diversity and Equity	New Employee Orientation	9/19/2014	HR, Brown Bldg, Depot Ca8 mpus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Title IX Training for Hall Directors	9/19/2014	Psychology Building, Room A106	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Faculty & Staff Diversity & Title IX Update	9/16/2014	Bishop Room 146	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Management Support and Development program	9/11/2014	Konover Auditorium	SA	Ongoing	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	9/10/2014	Alumni Center	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	New Employee Orientation	9/5/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	9/5/2014	Konover Auditorium	SA	Primary	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	8/27/2014	Philosophy Department	DoV, DaV, SA, S	Ongoing	Students/Empl oyees
Office of Diversity and Equity	Employee Orientation	9/1/2014 - 12/31/2014	Online	SA	Primary	Employees
Office of Diversity and Equity	Discrimination and Harassment Training	8/22/2014	Lodewick Visitors Center	SA	Primary	Students
Office of Diversity and Equity	New Employee Orientation	8/22/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Graduate Student Presentation	8/20/2014	Castleman Building, Room 212	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	New Faculty Orientation	8/20/2014	Rome Ballroom, Storrs	DoV, DaV, SA, S	Primary	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	8/20/2014	Rome Ballroom	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Title IX - SARP Training	8/19/2014	Student Health Services	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Discrimination and Harassment Training	8/18/2014	BPB 130	SA	Primary	Employees

Office of Diversity and Equity	Sexual Violence Reporting and Resources	8/16/2014	Jorgenson Center	DoV, DaV, SA, S	Primary	Students
Office of Diversity and Equity	Title IX Sexual Assault Training	8/15/2014	Laurel Hall - room 101	DoV, DaV, SA, S	Primary	Students
Office of Diversity and Equity	Title IX Sexual Assault Training	8/15/2014	Laurel Hall - room 101	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	SARP Reporting	8/14/2014	Wilson Hall, Room 112	DoV, DaV, SA, S	Ongoing	Students/Empl oyees
Office of Diversity and Equity	New Employee Orientation	8/8/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	7/25/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Management Support and Development program	7/23/2014	Konover Auditorium	SA	Ongoing	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	7/23/2014	Rowe 321	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	New Employee Orientation	7/11/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	6/27/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	6/23/2014	Burton Building	SA	Primary	Employees
Office of Diversity and Equity	UConn Sexual Harassment and Sexual Violence Response Training with VRLC and ConnSACS	6/18/2014	Student Union Room 304	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Management Support and Development program	6/17/2014	Konover Auditorium	SA	Ongoing	Employees
Office of Diversity and Equity	New Employee Orientation	6/13/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Management Support and Development program	5/30/2014	Konover Auditorium	SA	Ongoing	Employees

Office of Diversity and Equity	New Employee Orientation	5/30/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	5/16/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	5/13/2014	Konover Auditorium	SA	Primary	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	5/13/2014	Laurel Hall - room 106	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	Ensuring UConn's Commitment to Equity and Inclusion	5/9/2014	Gant - Physics Building, room P038	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	New Employee Orientation	5/2/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Role of the Title IX Office and Coordinator	5/2/2014	UCFD	SA	Ongoing	Employees
Office of Diversity and Equity	Management Support and Development program	4/30/2014	Konover Auditorium	SA	Ongoing	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	4/25/2014	Student Union, room 320	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	UConn Health Title IX Discussion	4/25/2014	UCHC	SA	Ongoing	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	4/21/2014	South Dining	SA	Primary	Students
Office of Diversity and Equity	New Employee Orientation	4/18/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Title IX Discussion as part of OACE Compliance Training	4/15/2014	Burton	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	4/14/2014	South Dining	SA	Primary	Students
Office of Diversity and Equity	New Employee Orientation	4/4/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	3/31/2014	South Dining	SA	Primary	Students

Office of Diversity and Equity	Sexual Harassment Prevention	3/26/2014	Konover Auditorium	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	3/21/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	3/7/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Title IX	3/6/2014	Alumni Center	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	2/24/2014	Bishop Room 146	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	2/21/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Title IX: Know Your Rights Panel	2/19/2014	Wilbur Cross - North Reading Room	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	New Employee Orientation	2/7/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	New Employee Orientation	1/24/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees
Office of Diversity and Equity	Title IX Introduction, Resources and Reporting	1/20/2014	Rome Ballroom	DoV, DaV, SA, S	Ongoing	Students
Office of Diversity and Equity	Civility, Discrimination and Harassment	1/15/2014	Rowe 122	DoV, DaV, SA, S	Primary	Students
Office of Diversity and Equity	Title IX, Reporting Obligations, Responding to Sexual Violence	1/15/2014	School of Pharmacy	SA	Primary	Employees
Office of Diversity and Equity	Sexual Harassment Prevention	1/14/2014	Dining Services	SA	Ongoing	Employees
Office of Diversity and Equity	University Response to Sexual Assault	1/13/2014 - 1/15/2014	UConn PD	DoV, DaV, SA, S	Ongoing	Employees
Office of Diversity and Equity	New Employee Orientation	1/10/2014	HR, Brown Bldg, Depot Campus, Storrs	SA	Primary	Employees

Office of Diversity and Equity	New Employee Orientation	1/8/2014	Burke Complex	SA	Primary	Employees
Dr. Robert Yanez	Sexual Assault Protocol	1/14/2014	Wilson 112	SA	Primary	Students
Andy Nagy	Sexual Harrassment Education & Prevention Workshop	2/4/2014	Student Union 325	SA	Primary	Students
	<p>UConnnsent Day - A program designed to promote awareness around sexual violence prevention, healthy relationships, and community and campus resources available to students. This event will be set up "information fair" style, with each table featuring a campus department or community partner, who will offer information about their services related to the topics of consent and sexual violence, and will also have fun activities to engage students. Students will be able to sign the UConnnsent Banner, will receive teal ribbons and "UConnnsent Day" buttons to show their support for educating our campus about consent and sexual violence prevention, and will be able to show what consent means to them and have their picture posted on our #UConnnsent Twitter feed.</p>					
Residential Life		4/16/2014	Fairfield Way	(DoV), (DaV), (SA), (S)	Primary	Students
Summer Conference Housing	Sexual Harrassment Training	5/20/2014		(SA)	Primary	Students
Residential Life	On-duty, Emergency Protocol & Procedures, New Professional Staff Training	7/22/2014	Holcomb Conference Room	(DoV), (DaV), (SA), (S)	Primary	Students

Residential Life	Title IX: Sexual Assault	8/15/2014	Laurel 101	SA	Primary	Students
Residential Life	Title IX: Sexual Assault	8/15/2014	Laurel 101	SA	Primary	Students
Dining Services	Student Management Training with ODE	8/18/2014	1 to 2	Sexual Harassment/Sexual Assault/Diversity	Primary	Students
Dining Services	Student Management Training with ODE (Nick Yorio, Sarah Chipman)	8/18/2014	1 to 2	Sexual Harassment/Sexual Assault/Diversity	Primary	Students
Residential Life	Clery Training	8/19/2014	Oak 101	Clery	Primary	Students
Residential Life and Health Education Office	Hate Crimes Bulletin Board (SA)	8/19/2014			On-Going	Students
Residential Life	Clery Training	8/20/2014	SU Theatre	Clery	Primary	Students
Residential Life	Relationship Violence Awareness	8/20/2014	Women's Center Conference Room	DOV, DAV, SA, S	Primary	Students
Student Union	Sexual harassment prevention training	8/20/2014	Su 104	DaV, SA, S	Primary	Students
Student Union	Creating a Welcoming Community. Program also included thoughts about bystander roles and responsibilities.	8/21/2014	SU Theatre	DaV, SA, S	On-Going	Students
Residential Life	Spontaneous Opportunity/Conversation: "Staying Safe on Campus as a Female" (SA)	8/24/2014	Residential Life	SA	Primary	Students
Residential Life	(SA), (S) "The Creeper Program"	9/13/2014	Alumni Residence Halls	(SA), (S)	Primary	Students
Residential Life	(DoV), (DaV), (SA), (S) "UCPD, ODE and Title IX"	9/18/2014	BOUS A106	(DoV), (DaV), (SA), (S)	Primary	Students
Residential Life	Walk A Mile in Her* Shoes (SA)	9/18/2014	Towers Residence Hall	SA	Primary	Students
Women's Center: VAWPP	Clothesline Project	10/8/2012 - 10/12/12	Fairfield Way	Dav, DoV	On-going	Students

Residential Life	Got Consent? - Community Outreach Dialogue	10/13/2014	Whitney Dining Hall	DAV, SA	Primary	Students
Community Outreach	Got Consent? - Community Outreach Dialogue (SA)	10/13/2014	Whitney Dining Hall	SA	Primary	Students
Residential Life	Do More Series: Bringing In the Bystander; Bystander awareness training (SA)	10/20/2014	Hilltop Apartments Community Center	Participants worked on building their intervention skills and practiced ways to intervene in a crisis.	Ongoing	Students
Residential Life	Door to Door Trick or Treat (SA)	10/21/2014	Residential Life	SA	Primary	Students
Zeta Phi Beta Sorority, Inc. - Nu Theta Chapter	Domestic Violence Awareness (DoV)	10/27/2014	Zeta Phi Beta Sorority, Inc. - Nu Theta Chapter	DoV	Primary	Students
Residential Life	Social Justice Privilege Walk (SA)	10/30/2014	Residential Life	SA	Primary	Students
Residential Life	Stupid Girlz; Discussion on women's issues including domestic violence, body image, (DV)	10/30/2014	Hilltop Apartments Community Center	SA	Ongoing	Students
Dean of Students Office	Senator Blumenthal Roundtable	10/30/2014	Student Union	yes	Primary	Students
USG/ODE/DOS/UCPD	Safety Begins with Us	10/30/2014	North Reading Room, Wilbur Cross	yes	Primary	Students
Dean of Students Office	Title IX Retreat	10/30/2014	Student Union, presentation at the School of Business	yes	Primary	Students
Residential Life	What Is...? Social Justice Bulletin Board (SA)	11/1/2014	Residential Life	SA	On-Going	Students
Residential Life	What do you think? Bulletin Board (SA)	11/1/2014	Residential Life	SA	On-Going	Students
Residential Life	Baby Got Consent Bulletin Board (SA)	11/1/2014	Residential Life	SA	On-Going	Students
Residential Life and Health Education Office	Sexual & Relationship Wellness Bulletin Board (DaV)	11/1/2014	Residential Life and Health Education Office	DaV	On-Going	Students

Residential Life and Women's Center	Bringing in the Bystander Presentation (SA)	11/17/2014	Residential Life and Women's Center	SA	Primary	Students
Undergraduate Student Government	Discussion with USG Concerning the Sexual Assault Prevention Initiatives (SA)	12/4/2014	Wilbur Cross, North Reading Room	SA	Primary	Students
Primary	Sexual Harassment	2/6/2015	Student Union 325	sexual harassment and harassment	Primary	Students
Residential Life (RASJE program)	"Think" Poster Campaign (SA)	No specific date/ campaign style program	Public spaces in residence halls and throughout Storrs campus	Student behavior that perpetuate social justice issues on campus	Ongoing	Students
Athletics	"Healthy Relationships"	7/2014	Women's Center	DoV, DaV, SA, S	Primary	Students
Athletics	"What does masculinity mean?"	8/2014	Gampel Pavilion	DoV, DaV, SA, S	Primary	Students
Athletics	"Let's Talk About Sex"	4/2014	Gampel Pavilion	DoV, DaV, SA, S	Primary	Students