

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

► DEFINITIONS

Responsible Employee

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

Confidential Employee

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

Exempt Employee

Exempt employees are not required to report information to the University with some narrow exceptions. Exempt Employees will only report the information shared with them to the University if the student requests that the information be shared (unless someone is in imminent risk of serious harm or a minor). Exempt employees include staff in the Cultural Centers and the Ombuds Office.

Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and other serious offenses to the UConn Police Department. To report an incident or to learn more about whether you are a CSA, call UConn Police at 860.486.4800

What to do

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

What NOT to do

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

Offices to Contact

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

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

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

What Happens Next?

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

Reporting Sexual Harassment

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

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

Privacy v. Confidentiality

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

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

Confidential Resource for Students

Student Behavioral Health Service

195 Farmington Avenue, Suite 2000, Office 2001
Phone: 860.679.5435
Visit Website for Office Hours
Website: health.uconn.edu/student-affairs

Exempt Resource (NOT required to report to OIE)

Ombuds Office

Connecticut Tower, 6th Floor, Room H6001
Phone: 860.679.5061 Website: ombuds.uconn.edu

Non-Confidential Campus Resources

Medical Student Affairs – 860.679.7599
Dental Student Affairs – 860.679.2304
The Graduate School – 860.679.3849
Graduate Medical Education (GME) Office – 860.679.2147

Confidential Advocacy for Students, Residents & Employees

Connecticut Alliance to End Sexual Violence

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

Connecticut Coalition Against Domestic Violence

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

Confidential Resource for Residents & Employees

Employee Assistance Program (EAP)

860.679.2877; toll-free 800.852.4392; uchc_eap@uconn.edu
195 Farmington Avenue, Suite 2000
Website: health.uconn.edu/occupational-environmental/employee-assistance-program

Additional information and resources can be found online at: titleix.uconn.edu