

UConn | UNIVERSITY OF
CONNECTICUT

**2020 Report Pursuant to Connecticut
General Statutes Section 10a-55m**

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University of Connecticut, UConn Health and Regional Campuses

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

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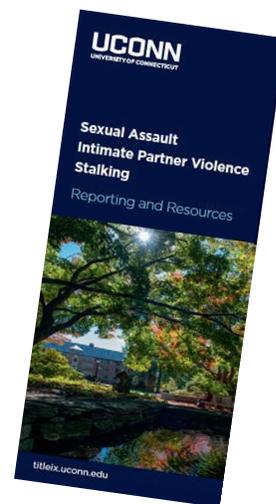
I. UConn's Policies Regarding Sexual Assault, Stalking and Intimate Partner Violence

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

- Policy Against Discrimination, Harassment, and Related Interpersonal Violence¹
- Responsibilities of Community Life: The Student Code
- Protection of Minors and Reporting of Child Abuse and Neglect Policy

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

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



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



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

¹ The *Policy Against Discrimination, Harassment and Related Interpersonal Violence* was updated in August 2020 to reflect changes following new Title IX regulations. The policy in effect prior to August 2020, as well as the current policy, effective August 14, 2020, are attached.

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

UConn provides prevention, awareness and risk reduction programs and campaigns to the university community throughout the year. Due to the COVID-19 pandemic, many of these programs and campaigns were adapted to be delivered in a virtual format to fit the needs of our virtual community. These include new student and employee orientation sessions, topic-specific workshops, awareness-raising events, departmental meetings and webinars, electronic communications, and the university-wide Title IX website. The attached chart outlines the 339 programs and campaigns at UConn, the regional campuses and UConn Health during 2020. Selected programs are highlighted herein.

New Student Orientation

During the summer of 2020, UConn continued to use its bystander intervention program, *Protect Our Pack*, designed to increase awareness of sexual violence on campus and empower students to be proactive, effective bystanders in new student orientation. All incoming first-year and transfer students at the Storrs and regional campuses completed the program virtually



in two video segments. Topics covered between the two segments included sexual assault, consent, incapacitation, intimate partner violence, stalking, bystander intervention and resources. The program involved the use of case studies and was designed to have students think critically about how they may react and intervene in certain situations.

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

Continuing Education for Students

In addition to orientation programming, UConn's **Violence Against Women Prevention Program (VAWPP)**, continued to present its *Consent 201* to first-year students in their First Year Experience (FYE) courses, including those at the regional campuses, in the virtual environment. The workshop, led by trained student facilitators, utilized interactive polling and anonymous responses to increase their knowledge and understanding of UConn's definition of affirmative consent; increase their capacity to apply UConn's standard; and inspire critical reflection around stereotypical gender expectations and how they shape sexual and/or romantic norms. *Consent 201* invites

students to think critically about common patterns of communication around requests, negotiation, pressure, and coercion. Facilitators use interactive, non-sexual scenarios to help students explore dynamics within sexual situations. VAWPP also facilitates a modified session in FYE course sections for International students. In addition, Pack Leaders, students who facilitate UConn's Protect Our Pack bystander intervention program, continued to meet virtually to engage in ongoing conversation regarding bystander intervention in situations involving sexual assault, intimate partner violence and stalking.

During the 2019-2020 academic year, UConn continued to use the mandatory online interpersonal violence prevention program for juniors, ***Not Anymore***. The online, video-based program included information about consent, bystander intervention, sexual assault, intimate partner violence, and stalking. The program also specifically highlighted UConn's resources and reporting options. Students and residents in UConn's Schools of Medicine, Dental Medicine and Law also completed a graduate student-specific version of *Not Anymore*.

Student leaders in organizations within Student Activities, including Undergraduate Student Government, Graduate Student Senate, the Student Union Board of Governors and more, also received an interactive, in-person training that focused on the University's definitions of sexual assault, consent, sexual harassment, as well as resources and reporting information.

Employee Training and Education

UConn has continued its focus on providing widespread training and education programs for employees, including graduate research and teaching assistants. During summer 2020, the university launched a new, virtual, interactive **sexual harassment prevention training** for all new faculty, staff, and graduate assistants within six months of hire as well as those employees who last received training prior to October 2018, at Storrs, regional campuses, and UConn Health. This sexual harassment prevention program provides training and awareness of UConn's sexual harassment, sexual assault, intimate partner violence and stalking policies and response, resources, employee reporting obligations and responding to disclosures in a trauma-informed manner. This foundation is bolstered through inclusion of Title IX policies and best practices in UConn's mandatory annual compliance training and a university-wide Compliance Chatter message provided by the Office of University Compliance.

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

Sexual Assault Forensic Examinations on the Storrs Campus

A Sexual Assault Forensic Examiner (SAFE) can provide sexual assault victims with a sexual assault evidence collection kit. UConn students can have a SAFE exam completed on the Storrs campus at Student Health and Wellness without having to travel to a local hospital. SAFE nurses work collaboratively with victim advocates,

hospital staff, law enforcement, and criminal prosecutors to provide victims of sexual assault with comprehensive and compassionate services.

Selected Awareness Programs and Campaigns

In recognition of Sexual Violence Awareness month in April, the Women's Center hosted a virtual coffee house which was focused on providing support for survivor empowerment and healing.

The Women's Center and the Center for Fraternity and Sorority Development continued to sponsor ***Greeks Against Sexual Assault (GASA)***. GASA participants are Greek-affiliated students that meet to examine gender role and gender role socialization, rape culture and in particular the relation to Greek Life and to practice bystander intervention skills. In addition, the GASA facilitators provide presentations on sexual assault and power and control in relationships to Greek chapters upon request

These ongoing interventions accompanied other larger-scale awareness events and speakers including inviting the authors of the book Sexual Citizens, Dr. Jennifer Hirsch and Dr. Shamus Khan, to lead two conversations, one for faculty and staff, and the other for students to discuss how their study regarding how students' experiences can shape awareness and prevention efforts relating to sexual violence on campus.

University-Wide Coordination

Prominent among these efforts is the coordination facilitated across all campuses by UConn's **Community Resource Teams (CRTs)**. The CRTs, one for Storrs and Regional campuses and one at UConn Health, held combined, virtual meetings in 2020. Each CRT is composed of UConn employees, students and off-campus partners who work to address issues of sexual assault, intimate partner violence and stalking on campus. This collaborative work helps to ensure that UConn provides a coordinated, compassionate, trauma-informed response to victims and survivors. The CRTs facilitate and sustain important relationships with outside agencies and the regional campuses. In addition, the CRTs have hosted trainings by both UConn and outside presenters to raise awareness for key personnel in areas including, but not limited to, Title IX, sexual violence response, trauma-informed practices, stalking and intimate partner violence.

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

Below are tables summarizing the number of incidents of sexual assault, stalking, and intimate partner violence reported to UConn during calendar year 2020², as well as the outcomes of disciplinary cases.

² The population of on-campus students and employees was significantly reduced during 2020 due to the pandemic, thus the total number of reports and/or investigations may be impacted as a result.

The term “sexual assault” as used herein includes any nonconsensual sexual contact and/or nonconsensual sexual intercourse. “Sexual contact” (or attempts to commit) is defined as “the intentional touching of another person’s intimate body parts, clothed or unclothed, if that intentional touching can reasonably be construed as having the intent or purpose of obtaining sexual arousal or gratification.” “Sexual Intercourse” (or attempts to commit) is “any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.” “Consent” is “an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity.” For further information regarding these definitions, please see *Policy Against Discrimination, Harassment, and Related Interpersonal Violence* at <http://policy.uconn.edu/2015/12/29/policy-against-discrimination-harassment-and-related-interpersonal-violence/>.

In complaints of sexual misconduct in which a student is identified as a respondent, the disciplinary process is managed by the Office of Community Standards under *Responsibilities of Community Life: The Student Code*. More information about this administrative process can be found online at <http://community.uconn.edu/the-student-code-part-iv/>. Complaints against employees are managed by the Office of Institutional Equity (OIE) and addressed under UConn’s Employment Complaint Procedures, available at <http://equity.uconn.edu/discrimination>. Both offices adopted procedures effective August 14, 2020 in response to the federal Title IX regulations. UConn’s Title IX Coordinator / the Office of Institutional Equity is advised of all reports, investigations, and disciplinary case outcomes.

The figures reported below exceed those reported in UConn’s 2020 Annual Security and Fire Report, prepared in accordance with The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act or Clery Act. The Clery Act restricts reporting to certain, expressly defined criminal acts pursuant to criminal statute occurring within specifically defined geographical locations. Conversely, this report captures all incidents disclosed to the institution, regardless of on or off-campus location, year of incident, whether the incident would represent a violation of university policy or criminal statute, or direct connection of incident to UConn. In particular, 58 of the total 80 sexual assault matters, 8 of the total 16 stalking matters, and 50 of the total 70 intimate partner violence incidents disclosed to UConn were either not connected to UConn (i.e. incidents from childhood and high school); did not involve a UConn respondent (i.e. the accused individual was not enrolled in classes or employed at UConn); or were disclosures and reports where the respondent remained unknown to the institution (i.e. the victim chose not to disclose the identity of the accused individual).

Incidents of Sexual Assault, Stalking and IPV Reported to UConn in 2020

<i>Type of Incident</i>	<i>Number of Incidents Reported</i>	<i>Incident Reported to have Occurred in 2020</i>	<i>Respondent Identified as Connected to UConn</i>	<i>Confidential or Anonymous Reports</i>
Sexual Assault	80	34	22	11
Stalking	16	13	8	1
IPV	70	45	20	3

Of the cases with a respondent identified as connected to UConn, UConn conducted 3 investigations into reports of sexual assault and 1 investigation into a report of intimate partner violence. The outcomes of those investigations are presented in the table below.

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

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

<i>Type of Incident</i>	<i>Number of Investigations</i>	<i>Finding of No Violation or Not Responsible</i>	<i>Finding of Responsible & Expulsion</i>	<i>Finding of Responsible & Suspension</i>	<i>Finding of Responsible & Probation/ Written Warning</i>	<i>Number of Findings Appealed</i>	<i>Appeal Outcome</i>
Sexual Assault	3	3 ³	0	0	0	0	0
Stalking	0	0	0	0	0	0	0
IPV	1	0	0	0	1	0	0

³ One respondent was responsible for other violations of the *Policy Against Discrimination, Harassment and Related Interpersonal Violence* and given a sanction of probation.

VI. Attachment

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

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

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

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I. STATEMENT OF POLICY

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

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

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

The University adopts this Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering a safe and respectful University community; (3) cultivating a climate where all individuals are well-informed and supported in reporting Prohibited

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

Conduct; (4) providing a fair and impartial process for all parties in the investigation and resolution of such reports; and (5) identifying the standards by which violations of this Policy will be evaluated and disciplinary action may be imposed. In addition, the University conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this Policy.

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

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

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

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. Where the date of the Prohibited Conduct precedes the effective date of this Policy, the definitions of misconduct in effect at the time of the alleged incident(s) will be used.

II. TO WHOM THIS POLICY APPLIES

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

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

III. APPLICABLE PROCEDURES UNDER THIS POLICY

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

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

A. WHERE THE RESPONDENT IS A STUDENT

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

B. WHERE THE RESPONDENT IS AN EMPLOYEE

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

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

Each situation will be evaluated for context and the University will determine which of the procedures applies based on the facts and circumstances (such as which role predominates in the context of the alleged Prohibited Conduct). The Student-Respondent procedures typically will apply to graduate students except in those cases where the graduate student's assistantship role predominated in the context of the

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

Prohibited Conduct. Further, where a Respondent is both a Student and an Employee (including but not limited to graduate students), the Respondent may be subject to any of the sanctions applicable to Students or Employees.

D. WHERE THE RESPONDENT IS A THIRD PARTY

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

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

Parties should contact the UConn Health Office of Institutional Equity by calling (860) 679-3563 or email: equity@uconn.edu. *UConn's Responsibilities of Community Life: The Student Code* does not apply to students enrolled in MD or DMD/DDS degree programs at UConn Health.

IV. TITLE IX COORDINATOR

Under Title IX:

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

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

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

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

Sarah Chipman

Director of Investigations, Office of Institutional Equity
Interim Title IX Coordinator
Storrs: Wood Hall, First Floor
UConn Health: Munson Road, Fourth Floor
sarah.chipman@uconn.edu
(860) 486-2943

Kimberly Caprio

Director of Title IX Compliance, Office of Institutional Equity
Deputy Title IX Coordinator
Storrs: Wood Hall, First Floor
UConn Health: Munson Road, Fourth Floor
kimberly.caprio@uconn.edu
(860) 486-2943

External reporting options include the United States Department of Education, Clery Act Compliance Team (at clery@ed.gov); the United States Department of Education, Office for Civil Rights (at OCR@ed.gov or (800) 421-3481); the Equal Employment Opportunity Commission (at info@eeoc.gov or (800) 669-4000); and/or the Connecticut Commission on Human Rights and Opportunities (at CHRO.Capitol@ct.gov or (800)-477-5737).

V. UNDERSTANDING THE DIFFERENCE BETWEEN PRIVACY AND CONFIDENTIALITY

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

Privacy and confidentiality have distinct meanings under this Policy.

Privacy: Privacy means that information related to a report of Prohibited Conduct will be shared with University Employees who need to know the information in order to assist individuals identified as having been impacted by the alleged conduct in the assessment, investigation, and resolution of the report. All Employees who are involved in the University's response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state

and federal law.

The privacy of Student education records will be protected in accordance with relevant privacy laws including the Family Educational Rights and Privacy Act (“FERPA”), as outlined in the University’s [FERPA](http://policy.uconn.edu/2011/05/24/ferpa-policy/) policy. (<http://policy.uconn.edu/2011/05/24/ferpa-policy/>).

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

VI. EMPLOYEE REPORTING RESPONSIBILITIES

A. TITLE IX REPORTING OBLIGATIONS

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

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

- Student Health Services
- Counseling and Mental Health Services

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

- Employee Assistance Program

Exempt Employee: An Employee who is neither a Confidential Employee nor a Responsible Employee. Exempt Employees include staff within the University's African American Cultural Center, Asian American Cultural Center, Puerto Rican and Latin American Cultural Center, Women's Center, Rainbow Center, and Ombuds Office. Exempt Employees will offer Students and Employees information about resources, support and how to report incidents of Prohibited Conduct to law enforcement and the University. Exempt Employees will only report the information shared with them to the University if the student and/or Employee requests that the information be shared (unless someone is in imminent risk of serious harm or a minor). While Exempt Employees do not have the ability to implement supportive measures in response to a disclosure, they can provide information about how Students and Employees may receive such measures.

Responsible Employee: Any Employee who is not a Confidential Employee or Exempt Employee, and certain categories of student employees. Responsible Employees include (but are not necessarily limited to) Faculty and Staff, Resident Assistants, Post-Doctoral Research Assistants, Graduate Teaching Assistants, Graduate Research Assistants, and any student-employees serving as Campus Security Authorities (CSAs) when disclosures are made to any of them in their capacities as Employees.

Responsible Employees are required to immediately report to the University's Office of Institutional Equity all relevant details (obtained directly or indirectly) about an incident of Sexual Assault, Intimate Partner Violence and/or Stalking (as defined in Section IX, below) that involves any Student as a Complainant, Respondent, and/or witness, including dates, times, locations, and names of parties and witnesses.⁴ Reporting is required when the Responsible Employee knows (by reason of a direct or indirect disclosure) of such Sexual Assault, Intimate Partner Violence, and/or Stalking. Reporting is required when a student is reported to have been involved in such an incident, regardless of the date, location (on or off campus) or identities of other parties alleged to have been involved in the incident. This manner of reporting may help inform the University of the general extent and nature of allegations of Prohibited Conduct on and off campus so the University can track patterns, evaluate the scope of the problem, formulate appropriate campus-wide responses, and ensure that impacted students are provided with information about reporting options and support resources.

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

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

Dean, Director, Department Head, and Supervisor Responsibility to Report Prohibited Conduct Where Either the Complainant or the Respondent is an Employee. Under this Policy, Deans, Directors, Department Heads and Supervisors are required to report to the Office of Institutional Equity all relevant details about an incident of Prohibited Conduct⁵ (including but not limited to discrimination, discriminatory harassment, sexual harassment, and/or retaliation) where either the Complainant or the Respondent is an Employee. Reporting is required when such Deans, Directors, Department Heads and Supervisors know (by reason of direct or indirect disclosure) or should have known of such Prohibited Conduct.

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

B. CLERY REPORTING OBLIGATIONS

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

⁵ These supervisory employees are required to report *all* forms of Prohibited Conduct where the Complainant or Respondent is an Employee.

information of Complainants when issuing timely warnings to the University community.

C. CHILD ABUSE REPORTING OBLIGATIONS

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

VII. COMPLAINANT OPTIONS FOR REPORTING PROHIBITED CONDUCT

A Complainant may choose to report to the University and/or to law enforcement when alleged Prohibited Conduct may also constitute a crime under the applicable laws. These two reporting options are not mutually exclusive. Therefore, Complainants may choose to pursue both the University process and the criminal process concurrently. The University will support Complainants in understanding, assessing and pursuing these options.

The first priority for any individual should be personal safety and well-being. In addition to seeking immediate medical care, the University encourages all individuals to seek immediate assistance from 911, UConn Police, and/or local law enforcement. This is the best option to ensure preservation of evidence. The University also strongly urges that law enforcement be notified immediately in situations that may present imminent or ongoing danger.

A. REPORTING TO LAW ENFORCEMENT

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the State of Connecticut criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking, and Physical Assault. See Title 53a of the Connecticut General Statutes for the State of Connecticut's Penal Code (https://www.cga.ct.gov/current/pub/title_53a.htm). Whether or not any specific incident of Prohibited Conduct may constitute a crime is a decision made solely by law enforcement. Similarly, the decision to arrest any individual for engaging in any incident of Prohibited Conduct is determined solely by law enforcement and not the University. Such decisions are based on a number of factors, including availability of admissible evidence.

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

local law enforcement by contacting:

- i. 911 (for emergencies)
- ii. University Police (for non-emergencies):
 1. **Storrs and Regional Campuses** (860) 486-4800
 2. **UConn Health** (860) 679-2121
- iii. State Police (for conduct occurring off campus in Connecticut) (800) 308-7633

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

B. REPORTING TO THE UNIVERSITY

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

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

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

Office of Institutional Equity (UConn Health)
16 Munson Road, 4th Floor
Farmington, Connecticut
(860) 679-3563
equity@uconn.edu
www.equity.uconn.edu

There is no time limit to report Prohibited Conduct to the University under this

Policy;⁶ however, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer affiliated with the University, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

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

VIII. ACCESSING CAMPUS AND COMMUNITY RESOURCES AND SUPPORTIVE MEASURES

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

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

Available resources include, but are not limited to: emergency and ongoing assistance; health, mental health, and victim-advocacy services; options for reporting Prohibited Conduct to the University and/or law enforcement; available support with academics, housing, and employment. For more information about resources and support measures, please visit www.titleix.uconn.edu.

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

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

Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under this Policy and may continue regardless of the outcome of an investigation if reasonable and appropriate.

The University will maintain the privacy of any remedial and protective measures provided under this Policy to the extent practicable and will promptly address any violation of the protective measures. The University has the discretion to impose and/or modify any remedial or protective measure based on all available information.

The University will provide reasonable remedial and protective measures to Third Parties as appropriate and available, taking into account the role of the Third Party and the nature of any contractual relationship with the University.

IX. PROHIBITED CONDUCT UNDER THIS POLICY⁷

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

A. DISCRIMINATION

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

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

⁷ These definitions may overlap with Connecticut criminal statutes in some cases, and provide greater protection in other instances. Connecticut's Penal Code may be found in Title 53a of the Connecticut General Statutes. (https://www.cga.ct.gov/current/pub/title_53a.htm)

B. DISCRIMINATORY HARASSMENT

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

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

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

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

C. SEXUAL OR GENDER-BASED HARASSMENT

Sexual Harassment is unwelcome conduct of a sexual nature. This may include, but is not limited to, unwanted sexual advances, requests for sexual favors, inappropriate touching, acts of sexual violence, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, written or otherwise. Such conduct is a violation of this Policy when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

Gender-Based Harassment includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, written or otherwise, even if

the acts do not involve conduct of a sexual nature. Such conduct is a violation of this Policy when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

Title IX Sexual Harassment⁸ includes conduct that occurs on the basis of sex in a University education program or activity in the United States that satisfies one or more of the following:

- An employee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct (i.e., quid pro quo);
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity (i.e., hostile environment); or
- Sexual assault (as defined by Clery Act), or "dating violence," "domestic violence," and "stalking" (as defined by Violence Against Women Act).

D. SEXUAL ASSAULT

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

1. **Sexual Contact** (or attempts to commit) is the intentional touching of another person's intimate body parts, clothed or unclothed, if that intentional touching can reasonably be construed as having the intent or purpose of obtaining sexual arousal or gratification.
2. **Sexual Intercourse** (or attempts to commit) is any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.
3. **Consent** is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily

⁸ University investigations of incidents that meet the Title IX Sexual Harassment Definition will be investigated pursuant to Title IX Sexual Harassment Procedures maintained by the Office of Community Standards (Student-Respondent Title IX Sexual Harassment Procedures: <https://community.uconn.edu/sexual-and-gender-misconduct/>) and the Office of Institutional Equity (Employee-Respondent Title IX Sexual Harassment Procedures: <https://equity.uconn.edu/policiesprocedures/>).

consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.

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

- A. 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.
- B. Coercion** is unreasonable pressure for sexual activity. Coercion is more than an effort to persuade, entice, or attract another person to have sex. Conduct does not constitute coercion unless it wrongfully impairs an individual's freedom of will to choose whether to participate in the sexual activity.
- C. Incapacitation** is a state where an individual cannot make rational, reasonable decisions due to the debilitating use of alcohol and/or other drugs, sleep, unconsciousness, or because of a disability that prevents the individual from having the capacity to give consent. Intoxication is not incapacitation and a person is not incapacitated merely because the person has been drinking or using drugs. Incapacitation due to alcohol and/or drug consumption results from ingestion that is more severe than impairment, being under the influence, drunkenness, or intoxication. The question of incapacitation will be determined on a case-by-case basis. Being intoxicated or incapacitated by drugs, alcohol, or other medication will not be a defense to any violation of this Policy.

E. SEXUAL EXPLOITATION

Sexual Exploitation is taking advantage of a person due to their sex and/or gender identity for personal gain or gratification. It is the abuse of a position of vulnerability, differential power, or trust for sexual purposes. Examples include, but are not limited to:

- Recording, photographing, disseminating, and/or posting images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without consent;
- Threatening to disseminate sensitive personal materials (e.g. photos, videos) by any means to any person or entity without consent;
- Allowing third parties to observe private sexual activity from a hidden location without consent (for example through a hidden location (e.g., closet) or through electronic means (e.g., Skype or livestreaming of images);
- Fetish behaviors including stealing articles of clothing for personal gain and/or satisfaction;
- Manipulation of contraception;
- Peeping or voyeurism;
- Prostituting another person;

- Intentionally or knowingly exposing another person to a sexually transmitted infection or virus without the other's knowledge; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

F. INTIMATE PARTNER VIOLENCE

Intimate Partner Violence includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. Intimate Partner Violence may include any form of Prohibited Conduct under this Policy, including Sexual Assault, Stalking (as defined herein) and/or physical assault. Intimate Partner Violence may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical.

G. STALKING

Stalking means engaging in a course of conduct directed at a specific individual that would cause a reasonable person to fear for their safety or the safety of others, or for the individual to suffer substantial emotional distress.

Stalking includes unwanted, repeated, or cumulative behaviors that serve no purpose other than to threaten, or cause fear for another individual.

Common stalking acts include, but are not limited to: harassing, threatening or obscene phone calls, excessive and/or threatening communication, following, vandalism of personal property, and/or leaving/giving unwanted gifts or objects. Stalking includes cyberstalking.

H. RETALIATION

Retaliation means any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding under this Policy, including requesting supportive measures (remedial and/or protective), for the purpose of interfering with any right or privilege secured by this Policy. Retaliation includes threatening, intimidating, discriminating, harassing, coercing, interfering with potential witnesses or a potential proceeding under this Policy, or any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy. Retaliation may be present even where there is a finding of "no responsibility" on the allegations of Prohibited Conduct. Retaliation does not include good faith actions lawfully pursued in response to a report of Prohibited Conduct. In determining whether an act constitutes retaliation, the full context of the conduct will be considered, including the individual right to freedom of speech.

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

I. COMPLICITY

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

X. INAPPROPRIATE AMOROUS RELATIONSHIPS

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

A. INSTRUCTIONAL/STUDENT CONTEXT

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

1. Undergraduate Students

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

2. Graduate Students

With respect to graduate students (including but not limited to Master’s, Law, Doctoral, Medical, Dental and any other post-baccalaureate students), all faculty and staff are prohibited from pursuing or engaging in an amorous relationship with a graduate student under that individual’s authority. Situations of authority include, but are not

limited to: teaching; formal mentoring or advising; supervision of research and employment of a student as a research or teaching assistant; exercising substantial responsibility for grades, honors, or degrees; and involvement in disciplinary action related to the student.

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

3. Graduate Students in Positions of Authority

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

4. Pre-existing Relationships with Any Student

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

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

Similarly, all graduate students currently or previously engaged in an amorous

relationship with another student are prohibited from serving in a position of authority over that student.

5. If an Amorous Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in an amorous relationship with a student in violation of this Policy, the faculty member, staff member, or graduate student must disclose the relationship immediately to the Office of Institutional Equity. 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 they no longer have supervisory or other authority over the student.

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

B. EMPLOYMENT CONTEXT

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

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

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

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

2. If an Amorous Relationship Occurs or has Occurred between a Supervisor and their Subordinate Employee

If, despite these warnings, a University employee enters into an amorous relationship with someone over whom they have supervisory, decision-making, oversight, evaluative, or advisory responsibilities, that employee must disclose the existence of the relationship immediately to the Office of Institutional Equity. Labor Relations and the applicable dean or vice president 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. In most cases, it will be likely that an acceptable resolution to the conflict of interest will be possible. If the conflict of interest cannot be eliminated, the supervisor's employment standing may need to be adjusted. In addition to the amorous relationship itself, a supervisor's failure to report the existence of the relationship with a subordinate employee is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

XI. PREVENTION, AWARENESS AND TRAINING PROGRAMS

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

For a description of the University's Prohibited Conduct prevention and awareness programs, including programs on minimizing the risk of incidents of Prohibited Conduct and bystander

intervention, see the University's annual [Clery reports](http://publicsafety.uconn.edu/police/clery/about-clery/uconn-and-the-clery-act/) (found online at: <http://publicsafety.uconn.edu/police/clery/about-clery/uconn-and-the-clery-act/>).

XII. OBLIGATION TO PROVIDE TRUTHFUL INFORMATION

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

XIII. RELATED POLICIES

A. STUDENTS

[Responsibilities of Community Life: The Student Code: https://community.uconn.edu/the-student-code-preamble/](https://community.uconn.edu/the-student-code-preamble/)

B. EMPLOYEES AND THIRD PARTIES

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

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

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

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

Policy Statement: Affirmative Action and Equal Employment Opportunity:

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

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

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

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

Policy on Employment and Contracting for Service of Relatives:

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

XIV. POLICY REVIEW

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

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

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

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I. STATEMENT OF POLICY

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

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

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

The University adopts this Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering a safe and respectful University community; (3) cultivating a climate where all individuals are well-informed and supported in reporting Prohibited

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

Conduct; (4) providing a fair and impartial process for all parties in the investigation and resolution of such reports; and (5) identifying the standards by which violations of this Policy will be evaluated and disciplinary action may be imposed. In addition, the University conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this Policy.

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

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

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

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. Where the date of the Prohibited Conduct precedes the effective date of this Policy, the definitions of misconduct in effect at the time of the alleged incident(s) will be used.

II. TO WHOM THIS POLICY APPLIES

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

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

III. APPLICABLE PROCEDURES UNDER THIS POLICY

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

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

A. WHERE THE RESPONDENT IS A STUDENT

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

B. WHERE THE RESPONDENT IS AN EMPLOYEE

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

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

Each situation will be evaluated for context and the University will determine which of the procedures applies based on the facts and circumstances (such as which role predominates in the context of the alleged Prohibited Conduct). The Student-Respondent procedures typically will apply to graduate students except in those cases

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

where the graduate student's assistantship role predominated in the context of the Prohibited Conduct. Further, where a Respondent is both a Student and an Employee (including but not limited to graduate students), the Respondent may be subject to any of the sanctions applicable to Students or Employees.

D. WHERE THE RESPONDENT IS A THIRD PARTY

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

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

Parties should contact the UConn Health Office of Institutional Equity by calling (860) 679-3563 or email: equity@uconn.edu. UConn's *Responsibilities of Community Life: The Student Code* does not apply to students enrolled in MD or DMD/DDS degree programs at UConn Health.

IV. TITLE IX COORDINATOR

Under Title IX:

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

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

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

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

Elizabeth A. Conklin

Associate Vice President, Office of Institutional Equity

Title IX Coordinator

Storrs: Wood Hall, First Floor

UConn Health: Munson Road, Fourth Floor

elizabeth.conklin@uconn.edu

(860) 486-2943

Sarah Chipman

Director of Investigations, Office of Institutional Equity

Deputy Title IX Coordinator

Storrs: Wood Hall, First Floor

UConn Health: Munson Road, Fourth Floor

sarah.chipman@uconn.edu

(860) 486-2943

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

V. UNDERSTANDING THE DIFFERENCE BETWEEN PRIVACY AND CONFIDENTIALITY

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

Privacy and confidentiality have distinct meanings under this Policy.

Privacy: Privacy means that information related to a report of Prohibited Conduct will be shared with University Employees who need to know the information in order to assist individuals identified as having been impacted by the alleged conduct in the assessment, investigation, and resolution of the report. All Employees who are involved in the University's response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

The privacy of Student education records will be protected in accordance with relevant

privacy laws including the Family Educational Rights and Privacy Act (“FERPA”), as outlined in the University’s FERPA policy. (<http://policy.uconn.edu/2011/05/24/ferpa-policy/>).

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

VI. EMPLOYEE REPORTING RESPONSIBILITIES

A. TITLE IX REPORTING OBLIGATIONS

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

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

- Student Health Services
- Counseling and Mental Health Services
- Employee Assistance Program

Responsible Employee: Any Employee who is not a Confidential Employee, and

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

certain categories of student employees. Responsible Employees include (but are not necessarily limited to) Faculty and Staff, Resident Assistants, Post-Doctoral Research Assistants, Graduate Teaching Assistants, Graduate Research Assistants, and any student-employees serving as Campus Security Authorities (CSAs) when disclosures are made to any of them in their capacities as Employees.

Responsible Employees are required to immediately report to the University's Office of Institutional Equity all relevant details (obtained directly or indirectly) about an incident of Sexual Assault, Intimate Partner Violence and/or Stalking (as defined in Section IX, below) that involves any Student as a Complainant, Respondent, and/or witness, including dates, times, locations, and names of parties and witnesses.⁴ Reporting is required when the Responsible Employee knows (by reason of a direct or indirect disclosure) of such Sexual Assault, Intimate Partner Violence, and/or Stalking. Reporting is required when a student is reported to have been involved in such an incident, regardless of the date, location (on or off campus) or identities of other parties alleged to have been involved in the incident. This manner of reporting may help inform the University of the general extent and nature of allegations of Prohibited Conduct on and off campus so the University can track patterns, evaluate the scope of the problem, formulate appropriate campus-wide responses, and ensure that impacted students are provided with information about reporting options and support resources.

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

Dean, Director, Department Head, and Supervisor Responsibility to Report Prohibited Conduct Where Either the Complainant or the Respondent is an

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

Employee. Under this Policy, Deans, Directors, Department Heads and Supervisors are required to report to the Office of Institutional Equity all relevant details about an incident of Prohibited Conduct⁵ (including but not limited to discrimination, discriminatory harassment, sexual harassment, and/or retaliation) where either the Complainant or the Respondent is an Employee. Reporting is required when such Deans, Directors, Department Heads and Supervisors know (by reason of direct or indirect disclosure) or should have known of such Prohibited Conduct.

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

B. CLERY REPORTING OBLIGATIONS

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

C. CHILD ABUSE REPORTING OBLIGATIONS

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

VII. COMPLAINANT OPTIONS FOR REPORTING PROHIBITED CONDUCT

A Complainant may choose to report to the University and/or to law enforcement when alleged Prohibited Conduct may also constitute a crime under the applicable laws. These two reporting options are not mutually exclusive. Therefore, Complainants may choose to pursue both the

⁵ These supervisory employees are required to report **all** forms of Prohibited Conduct where the Complainant or Respondent is an Employee.

University process and the criminal process concurrently. The University will support Complainants in understanding, assessing and pursuing these options.

The first priority for any individual should be personal safety and well-being. In addition to seeking immediate medical care, the University encourages all individuals to seek immediate assistance from 911, UConn Police, and/or local law enforcement. This is the best option to ensure preservation of evidence. The University also strongly urges that law enforcement be notified immediately in situations that may present imminent or ongoing danger.

A. REPORTING TO LAW ENFORCEMENT

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the State of Connecticut criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking, and Physical Assault. See Title 53a of the Connecticut General Statutes for the State of Connecticut's Penal Code (https://www.cga.ct.gov/current/pub/title_53a.htm). Whether or not any specific incident of Prohibited Conduct may constitute a crime is a decision made solely by law enforcement. Similarly, the decision to arrest any individual for engaging in any incident of Prohibited Conduct is determined solely by law enforcement and not the University. Such decisions are based on a number of factors, including availability of admissible evidence.

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

- i. 911 (for emergencies)
- ii. University Police (for non-emergencies):
 1. **Storrs and Regional Campuses** (860) 486-4800
 2. **UConn Health** (860) 679-2121
- iii. State Police (for conduct occurring off campus in Connecticut) (800) 308-7633

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

B. REPORTING TO THE UNIVERSITY

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

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

Office of Institutional Equity (Storrs and Regionals)

Wood Hall, First Floor

241 Glenbrook Road

Storrs, Connecticut

(860) 486-2943

equity@uconn.edu

www.titleix.uconn.edu

www.equity.uconn.edu

Office of Institutional Equity (UConn Health)

16 Munson Road, 4th Floor

Farmington, Connecticut

(860) 679-3563

equity@uconn.edu

www.equity.uconn.edu

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

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

VIII. ACCESSING CAMPUS AND COMMUNITY RESOURCES

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

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

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

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

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

The University will maintain the privacy of any remedial and protective measures provided under this Policy to the extent practicable and will promptly address any violation of the protective measures. The University has the discretion to impose and/or modify any remedial or protective measure based on all available information.

The University will provide reasonable remedial and protective measures to Third Parties as appropriate and available, taking into account the role of the Third Party and the nature of any contractual relationship with the University.

IX. PROHIBITED CONDUCT UNDER THIS POLICY⁷

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

A. DISCRIMINATION

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

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

B. DISCRIMINATORY HARASSMENT

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

⁷ These definitions may overlap with Connecticut criminal statutes in some cases, and provide greater protection in other instances. Connecticut's Penal Code may be found in Title 53a of the Connecticut General Statutes. (https://www.cga.ct.gov/current/pub/title_53a.htm)

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

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

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

C. SEXUAL OR GENDER-BASED HARASSMENT

Sexual Harassment is unwelcome conduct of a sexual nature. This may include, but is not limited to, unwanted sexual advances, requests for sexual favors, inappropriate touching, acts of sexual violence, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, written or otherwise. Such conduct is a violation of this Policy when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

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

D. SEXUAL ASSAULT

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

1. **Sexual Contact** (or attempts to commit) is the intentional touching of another person's intimate body parts, clothed or unclothed, if that intentional touching can reasonably be construed as having the intent or purpose of obtaining sexual arousal or gratification.

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

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

- A. **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.
- B. **Coercion** is unreasonable pressure for sexual activity. Coercion is more than an effort to persuade, entice, or attract another person to have sex. Conduct does not constitute coercion unless it wrongfully impairs an individual's freedom of will to choose whether to participate in the sexual activity.
- C. **Incapacitation** is a state where an individual cannot make rational, reasonable decisions due to the debilitating use of alcohol and/or other drugs, sleep, unconsciousness, or because of a disability that prevents the individual from having the capacity to give consent. Intoxication is not incapacitation and a person is not incapacitated merely because the person has been drinking or using drugs. Incapacitation due to alcohol and/or drug consumption results from ingestion that is more severe than impairment, being under the influence, drunkenness, or intoxication. The question of incapacitation will be determined on a case-by-case basis. Being intoxicated or incapacitated by drugs, alcohol, or other medication will not be a defense to any violation of this Policy.

E. SEXUAL EXPLOITATION

Sexual Exploitation is taking advantage of a person due to their sex and/or gender identity for personal gain or gratification. It is the abuse of a position of vulnerability, differential power, or trust for sexual purposes. Examples include, but are not limited to:

- Recording, photographing, disseminating, and/or posting images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without consent;
- Threatening to disseminate sensitive personal materials (e.g. photos, videos) by any means to any person or entity without consent;
- Allowing third parties to observe private sexual activity from a hidden location without consent (for example through a hidden location (e.g., closet) or through electronic means (e.g., Skype or livestreaming of images));
- Fetish behaviors including stealing articles of clothing for personal gain and/or satisfaction;
- Manipulation of contraception;
- Peeping or voyeurism;
- Prostituting another person;
- Intentionally or knowingly exposing another person to a sexually transmitted infection or virus without the other's knowledge; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

F. INTIMATE PARTNER VIOLENCE

Intimate Partner Violence includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. Intimate Partner Violence may include any form of Prohibited Conduct under this Policy, including Sexual Assault, Stalking (as defined herein) and/or physical assault. Intimate Partner Violence may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical.

G. STALKING

Stalking means engaging in a course of conduct directed at a specific individual that would cause a reasonable person to fear for their safety or the safety of others, or for the individual to suffer substantial emotional distress.

Stalking includes unwanted, repeated, or cumulative behaviors that serve no purpose other than to threaten, or cause fear for another individual.

Common stalking acts include, but are not limited to: harassing, threatening or obscene phone calls, excessive and/or threatening communication, following, vandalism of personal property, and/or leaving/giving unwanted gifts or objects. Stalking includes cyberstalking.

H. RETALIATION

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

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

I. COMPLICITY

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

X. INAPPROPRIATE AMOROUS RELATIONSHIPS

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

A. INSTRUCTIONAL/STUDENT CONTEXT

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

1. Undergraduate Students

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

2. Graduate Students

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

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

3. Graduate Students in Positions of Authority

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

4. Pre-existing Relationships with Any Student

The University recognizes that an amorous relationship may exist prior to the time a student enrolls at the University or, for amorous relationships with graduate students, prior to the time the faculty or staff member is placed in a position of authority over the graduate student. The current or prior existence of such an amorous relationship must be disclosed to the Office of Institutional Equity by the employee in a position of

authority immediately if the student is an undergraduate, and prior to accepting a supervisory role of any type over any graduate student.

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

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

5. If an Amorous Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in an amorous relationship with a student in violation of this Policy, the faculty member, staff member, or graduate student must disclose the relationship immediately to the Office of Institutional Equity. 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 they no longer have supervisory or other authority over the student.

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

B. EMPLOYMENT CONTEXT

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

Officials as well as the University's Policy on Employment and Contracting for Service of Relatives.

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

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

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

2. If an Amorous Relationship Occurs or has Occurred between a Supervisor and their Subordinate Employee

If, despite these warnings, a University employee enters into an amorous relationship with someone over whom they have supervisory, decision-making, oversight, evaluative, or advisory responsibilities, that employee must disclose the existence of the relationship immediately to the Office of Institutional Equity. Labor Relations and the applicable dean or vice president 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. In most cases, it will be likely that an acceptable resolution to the conflict of interest will be possible. If the conflict of interest cannot be eliminated, the supervisor's employment standing may need to be adjusted. In addition to the amorous relationship itself, a supervisor's failure to report the existence of the relationship with a subordinate employee is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

XI. PREVENTION, AWARENESS AND TRAINING PROGRAMS

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

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

XII. OBLIGATION TO PROVIDE TRUTHFUL INFORMATION

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

XIII. RELATED POLICIES

A. STUDENTS

Responsibilities of Community Life: The Student Code:

http://www.community.uconn.edu/student_code.html

B. EMPLOYEES AND THIRD PARTIES

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

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

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

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

Policy Statement: Affirmative Action and Equal Employment Opportunity:

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

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

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

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

Policy on Employment and Contracting for Service of Relatives:
<http://policy.uconn.edu/?p=357>

XIV. POLICY REVIEW

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

University of Connecticut
Responsibilities of Community Life: The Student Code

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

Preamble

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

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

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

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

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

Introduction

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

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

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

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

Part I: Student Conduct Authority

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

Part II: Definitions

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

1. **“Administrative hearing officer” or “hearing body”** means a University staff member who is authorized to conduct an administrative hearing to determine the appropriate resolution of an alleged violation of *The Student Code*, and/or to impose sanctions or affect other remedies as appropriate.
2. **“Administrative Agreement”** means an agreement between the respondent, complainant if any, and Student Conduct officer which identifies a mutual resolution.
3. **“Appellate body”** means any person or persons authorized by the Vice President for Student Affairs or designee to conduct a review of a decision reached by a hearing body.
4. **“Business day”** means any day, Monday through Friday, that the University is open.
5. **“Complainant”** means any person who believes that said person has been a victim of another student’s/student organization’s misconduct. If the complainant is a University of Connecticut student, that student will have the same rights under *The Student Code* as are provided to the respondent, even if another member of the University community referred or reported the allegation itself.
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 Vice President for Student Affairs to be responsible for the overall coordination of the University Student Conduct system, including the development of policies, procedures, and education and training programs. The Director of Community Standards may serve as an administrative hearing officer, Student Conduct officer, and/or an appellate body. As used in this document, “Director of Community Standards” includes the Director’s designee.
8. **“Hearing board/Committee advisor”** means a Community Standards staff member, administrative hearing officer, or Student Conduct 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. **“Incident database”** means the electronic database used to track an incident and the response taken.
10. **“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).
11. **“May”** is used in the permissive sense.
12. **“Member of the University community”** includes any person who is a student, instructor, faculty member, 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.
13. **“Policy”** is defined as the written regulations, standards, and student conduct expectations adopted by the University and found in, but not limited to, *The Student Code*; *The On-Campus Housing Contract*; the *University of Connecticut Policy Against Discrimination, Harassment, and Related Interpersonal Violence*; graduate and undergraduate student catalog; and other publicized University notices.

14. **“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 (PRC) shall have an advisor. The advisor provides support and development opportunities to the committee members and facilitates the committee meetings. The advisor may also serve as an active participant in the probation review including the decision-making process. Probation Review Committees do not conduct hearings of alleged violations. The decision of the Probation Review Committee is final.
15. **“Referring party”** means any person/s who submits an allegation that a student violated *The Student Code*.
16. **“Report”** means any allegation of alleged misconduct regarding a student or recognized student group. “Report” is used interchangeably with “complaint” and “referral” in this document.
17. **“Respondent”** means any student accused of violating *The Student Code*.
18. **“Shall”** and **“Will”** are used in the imperative sense.
19. **“Student”** means any person admitted, registered, enrolled, or attending any University course or University program; any person admitted to the University who is on University premises or University-related premises for any purpose pertaining to the person’s registration or enrollment. For purposes of *The Student Code’s* jurisdiction, the Director of Community Standards will make any final determination as to whether or not an individual is a student.
20. **“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.
21. **“Student Conduct Officer”, “investigating Student Conduct officer”, or “investigator”** means a University staff member who is authorized to investigate and determine the appropriate resolution of an alleged violation of *The Student Code*. Subject to the provisions in this code, this individual is vested with the authority to, among other duties, investigate an alleged violation of *The Student Code*; decline to pursue a complaint; refer identified disputants to mediation or other appropriate resources; establish *The Student Code* alleged violations regarding a respondent; approve a case resolution form; and impose sanctions or affect other remedies as appropriate.
22. **“Student organization”** may mean an association or group of persons that has complied with the formal requirements for University recognition by the Department of Student Activities. “Recognized student groups” and “Registered Student Organizations are used synonymously with “Student organization”.in this document.
23. **“Support person”** means any person who accompanies a complainant or respondent 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.
24. **“University”** and **“UConn”** mean the University of Connecticut.
25. **“University official”** includes any person employed by the University to perform administrative, instructional, or professional duties.
26. **“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.
27. **“Witness”** means any individual who has direct knowledge of an incident. Character witnesses are not part of the Student Conduct process.

Part III: Proscribed Conduct

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

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

A. Jurisdiction of the University

1. Each student shall be responsible for one’s conduct from the time of admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if the conduct is not discovered until after a degree is awarded). *The Student Code* shall apply to a student’s conduct even if the student withdraws from the University while a student conduct matter is pending.
2. The University may apply *The Student Code* to students whose conduct 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 initiated without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution resulting from the same or related conduct. Proceedings under *The Student Code* may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus at the discretion of the Director of Community Standards. Determinations made or sanctions imposed under *The Student Code* shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the defendant in the criminal matter.

B. Conduct Rules and Regulations

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

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

1. Behavior in 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.

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*.

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:

- a. causing physical or emotional harm to the individual or damage to the individual's property; and/or
- b. placing the individual in reasonable fear of harm to the individual and/or the individual's property; and/or
- c. infringing on the rights of other University community members to fully participate in the programs, activities, and mission of the University.

Bullying is 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:

- a. causes physical or emotional harm or damage to property and/or;
- b. places the target of such behavior in reasonable fear of harm to self, or of damage to property and/or;
- c. creates a hostile environment or otherwise infringes on the rights of such individual and/or;
- d. 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.

4. Behavior in violation of the *University of Connecticut Policy Against Discrimination, Harassment, and Related Interpersonal Violence*.
5. Endangering behavior, which includes, but is not limited to, conduct that threatens or jeopardizes the health or safety of any person including one's self.
6. Hazing, defined as any activity without reasonable or legitimate educational value expected of someone for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization that humiliates, degrades, or risks emotional, psychological, and/or physical harm, regardless of a person's willingness to participate.
7. Although Connecticut state law permits the use of medical and recreational marijuana (over 21 years of age), the use, possession, and/or cultivation of marijuana remains a crime under federal law. As a recipient of federal funding, the University is required to prohibit the use and/or possession of all federally-classified controlled substances, including marijuana. Therefore, the possession and use of marijuana in any form, even if accompanied by a medical prescription, is prohibited on all University property and/or during any University activity.

Misuse of alcohol and/or other drugs including but not limited to:

- a. *Illegal consumption and/or possession*. Possession of alcohol is limited to persons 21 years of age or older. If an individual is under 21 years of age, that person is not permitted to consume alcohol or carry alcohol on their person on or off University property.

- b. *Strength of alcohol.* Any alcohol that is stronger than 80 proof is not permitted on University of Connecticut property except where approved for academic purposes of the University.
 - c. *Serving, distributing, and/or obtaining alcohol.* Serving, distributing to, or obtaining alcohol for any individual who is under 21 years of age is prohibited. Allowing any person under the age of 21 to consume alcohol is also prohibited. Providing alcohol to a person who is visibly intoxicated and/or pressuring others to use alcohol is prohibited.
 - d. *Public consumption.* No alcohol is to be consumed in public areas and open containers of alcohol are not permitted in public areas on University property except in designated locations where the permittee assumes all liability of properly monitored events. "Public areas" are defined as any area that could be used for general use including, but not limited to, stairways, hallways, lounges, bathrooms, dining halls, arenas, libraries, academic and administration buildings, and outside of buildings on University property.
 - e. *Location for consumption.* Alcohol can only be consumed on University of Connecticut property where there is a liquor permit to serve alcohol or as defined by University policies. A consumer can only ingest alcohol at the event location.
 - f. *Alcohol procurement.* Alcohol may not be purchased with University funds or Student Trustee Organization funds.
 - g. *Common source containers.* Common source containers containing alcohol are prohibited on University property. This includes, but is not limited to, kegs and beer balls. Tap systems are only permitted on University property by a University licensed permittee.
 - h. *Off-campus functions.* All Registered Student Organizations (RSOs) must participate in the Student Activities Off-Campus Event Advising Process to receive risk management advising. Law School student organizations must assure compliance with the *School of Law Alcohol Policy*.
 - i. *Driving under the influence.* Driving under the influence of alcohol and/or drugs is prohibited.
 - j. *Illegal drugs and paraphernalia.* Possession and/or consumption of illegal drugs, including marijuana, is prohibited. Possession of drug paraphernalia is prohibited on University of Connecticut property.
 - k. *Medications.* Prescription drugs are permitted on University of Connecticut property if accompanied by an authentic medical prescription. Use of legal medication outside the parameters of the medical authorization is prohibited. Possession and/or use of prescription medications not prescribed to the user is prohibited.
 - l. *Selling, distributing, or manufacturing drugs.* The sale, distribution, and/or manufacturing of controlled substances or illegal drugs, including marijuana, except as expressly permitted by law, is prohibited.
8. Use, possession, or distribution of firearms, weapons, facsimile of weapons, fireworks, explosives, or dangerous chemicals.
 9. Uncooperative behavior, which includes, but is not limited to, uncooperative actions 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; and/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. Behaviors in violation of published University policies, rules, or regulations.
 13. Behaviors in 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, access, 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 or retaliate against an individual's proper participation in, or use of, the Student Conduct system.
 - e. Attempting to intimidate or retaliate against a Student Conduct officer, 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*.
20. Retaliation against any University community member for raising a good faith concern or issue regarding another community member.

Part IV: Student Conduct Process

A. Allegations

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

B. Administrative Conferences and Investigations

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

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

3. Following the notification and review of the Student Conduct officer's findings and recommendations of the investigation with the respondent and complainant (if any), the respondent and complainant (if any) may determine whether the case may be resolved by way of administrative agreement or an administrative hearing. Should the respondent or complainant (if any) not select a resolution option, the Student Conduct officer will determine a resolution option. A student who agrees to resolve any violation(s) without an administrative hearing shall have no right to appeal.
4. Either the respondent or the UConn student complainant, if any, may request an administrative hearing. If the resolution will be through an administrative hearing, the UConn student complainant, if any, will have the same rights as the respondent as indicated in *The Student Code*. The Student Conduct officer or hearing body will, in writing, disclose to the alleged victim of any crime of violence, non-forcible sex offense, or sexual harassment the results of the conduct matter regarding factual determination(s) and sanction(s) that specifically pertain to the alleged victim.

C. Administrative Hearing Bodies

The Director of Community Standards will assign either an administrative hearing officer(s) or an academic misconduct hearing board to facilitate 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 facilitate 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 Integrity hearing board:** Academic misconduct hearing boards for undergraduate academic integrity issues shall typically consist of two faculty members, two students, and one non-voting chair. 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 review an allegation that a student has violated *The Student Code*. The hearing participants may include the investigating Student Conduct officer(s), respondent(s), complainant(s), witnesses, and member(s) of the hearing body, a hearing advisor, and a support person for each respondent or complainant.

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

1. Normally, an administrative hearing will be conducted within fifteen (15) business days of an investigation report being submitted to Community Standards.
2. The respondent and UConn student complainant, if any, 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. When the complainant is not a UConn student, the Student Conduct officer will use the provided contact information. Typically, this will be done via e-mail, which will provide a link to the documentation.
 - b. Review the completed investigation report, which includes all supporting documentation.
 - c. Be informed about the hearing process.
 - d. A reasonable period of time to prepare for a hearing.
 - e. Request a delay of a hearing due to extenuating circumstances. The decision to grant or deny any such request is within the discretion of the hearing body.
 - f. Be notified of the proposed information to be presented and to know the identity of witnesses who have been called by the hearing body to speak at the hearing or provide written information for the hearing when such information is known by the Director of Community Standards prior to the hearing.
 - g. Be accompanied by a support person during the portions of the hearing in which the student is participating. A student should select a support person whose schedule allows attendance at the scheduled date and time for the administrative hearing because delays will not be allowed due to the scheduling conflicts of a support person.
 - h. Be present at the pertinent stages of the hearing process as indicated by the Director of Community Standards. The deliberations of the hearing body are private.
 - i. Submit a written response to the investigation report prior to the hearing. The decision to not present information is not an admission of responsibility.
 - j. Propose witnesses for the hearing in accordance with procedures as explained in 3. g.
 - k. Respond to statements and other information presented at the hearing.
 - l. Present a personal or community impact statement to the hearing body upon a finding of "In Violation."

3. An administrative hearing shall be conducted by a hearing body in accordance with the procedures listed below. When a University official serves as the sole member of the hearing body, that official may also be referred to as the “hearing body.” 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 hearing body. The hearing body shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.
 - d. When a hearing involves more than one respondent, the Director of Community Standards may, at the Director’s discretion, permit the administrative hearings concerning each student to be conducted either separately or jointly.
 - e. If a respondent and/or complainant, after receiving notification, does not appear for a hearing, the hearing will proceed without the student(s).
 - f. Except as directed by the hearing body, the support person’s role in a hearing shall be limited to that of a consultant to the respondent or complainant.
 - g. The identity of any witnesses, along with a summary of information expected to be provided by the witness, must be provided to the hearing body at least two business days before the hearing. The hearing body may elect not to permit one or more witnesses to participate in the hearing if the information they are expected to provide is not relevant to any material issue; is deemed unnecessarily redundant of other information already in the record; and/or they were interviewed in connection with the investigation and the information they are expected to provide is already captured in the investigation report. The party proposing a witness is responsible for any communication with the witness regarding attendance at the hearing. The hearing body may request the attendance of witnesses not proposed by the parties. The hearing body cannot compel the attendance of witnesses at the hearing.
 - h. The respondent, complainant, investigating Student Conduct officer, and any witnesses will provide information to and answer questions from the hearing body. Questions may be suggested by the investigating Student Conduct officer, respondent and/or complainant to be answered by each other or by other witnesses. This will be conducted by the hearing body with such questions directed to the hearing body, 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 hearing body.
 - i. Pertinent records, exhibits, and written statements should be provided during the investigation stage of the process. Any additional information may be accepted for consideration by the hearing body at its discretion as long as such information was provided in accordance with *The Student Code*. Information presented by a student during a hearing that indicates a potential violation of *The Student Code* may be investigated at a future time.
 - j. The hearing body will review the final investigation report to determine whether the investigation was conducted in a fair, impartial, and reliable manner; the information is sufficient to support the factual findings; and there is a rational basis, applying a preponderance of the evidence standard for the recommended findings regarding a potential violation of *The Student Code*. In conducting this hearing, the hearing body may accept or reject the investigating Student Conduct officer’s findings in whole or in part.
 - k. When a student respondent has been found “In Violation” of *The Student Code*, the hearing body shall review the student conduct history, hear impact statements by the respondent, complainant, and investigating Student Conduct officer, and impose the appropriate sanction(s). Character references and/or letters of support are not accepted.
 - l. Following the hearing, the hearing body shall advise the respondent in writing of its determination and of the sanction(s) imposed, if any. The hearing body will disclose to the alleged victim of any crime of violence, non-forcible sex offense, or sexual harassment, the results of the hearing, in writing, regarding factual determination(s) and sanction(s) that specifically pertain to the alleged victim.
 - m. All procedural questions are subject to the final decision of the hearing body or the hearing board advisor.
4. All administrative hearings will be recorded and the University will maintain the audio recordings as required by Connecticut state law. All such recordings are the property of the University. Participants are prohibited from making their own recording. Upon written request, a respondent or UConn student complainant may review the audio recording and make appropriate arrangements for it to be transcribed on University premises. Arrangements for a transcriber and all associated costs involved in the transcription will be the responsibility of the requesting individual.

E. Sanctions

1. The following sanctions may be imposed, individually or in various combinations, on any student found to have violated *The Student Code*. Please note this is not an exhaustive list of sanctions:
 - a. **Warning:** A notice that the student has violated *The Student Code* and a warning that another violation will likely result in a more severe sanction, which could include University Probation, University Suspension, or University Expulsion.
 - b. **University Probation:** University Probation is an indefinite period of time where the student is given the opportunity to modify unacceptable behavior, to complete specific assignments, and to demonstrate a positive contribution to the University community in an effort to regain student privileges within the University community. After six months from being placed on University Probation, the student may apply for a review of the student's probationary status. The student will need to meet with the Probation Review Committee and demonstrate significant contributions, both of an academic and co-curricular nature, to the University community. The Probation Review Committee will determine if the student will continue on University Probation or if the University Probation is lifted. The decision of the committee is final and not subject to appeal. If it is decided that University Probation will continue, the student may re-apply in six months after the committee's decision. Due to the student's conduct history, there is the possibility of University Suspension or University Expulsion if the student is found in violation of *The Student Code* a subsequent time.
 - c. **University Suspension:** University Suspension is separation from the University for a designated period of time after which the student shall be eligible to apply for readmission to the University. Readmission to the University is not guaranteed. Conditions for consideration of readmission may be specified. A student's reacceptance into the student's school or college is at the discretion of the school or college. A student who is on suspension is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property without securing prior approval from the Director of Community Standards. A notation of "Suspension" shall be placed on the student's official transcript until graduation. However, the student may petition the Director of Community Standards for earlier removal of the notation upon completion of the suspension. The University of Connecticut will not accept credits earned at another institution during a period of suspension.
 - d. **University Expulsion:** University Expulsion is permanent separation from the University. A student who has been expelled is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property. A permanent notation of "Expulsion" shall be placed on the student's transcript.
 - e. **Additional Sanctions:** The following may be given in conjunction with any of the above:
 - i. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
 - ii. **Restitution:** Compensation for loss of or damage to University property or services rendered. This may take the form of appropriate service and/or monetary or material replacement.
 - iii. **Removal from Housing:** Separation of the student from University approved housing for a designated period of time after which the student shall be eligible to return. Removal may include loss of dining privileges. At the sole discretion of the Student Conduct officer or hearing body, this sanction may be deferred to provide the student with a last opportunity to demonstrate that the student can be a positive member of the Residential Life community. If any violation(s) occurs in the residence halls, the sanction would be immediately imposed. If, after two consecutive semesters, the student has had no further issues in the residence halls then the sanction will be considered complete.
 - iv. **UConn Compass:** The UConn Compass program has a sanction component, which is designed to promote student engagement through co-curricular involvement. UConn Compass facilitators will assist students in designing a customized involvement plan based on their individual interests and academic plans.
 - v. **Educational Initiatives:** Projects; participation in health or safety programs (the student may be required to pay a fee); service to the University or to the larger community; seminars; and other assignments as warranted.
2. The following sanctions may be imposed upon registered student organizations:
 - a. Those sanctions listed above in Part IV, E.1.
 - b. Any sanction as defined in *Blueprints: A Manual for Registered Student Organizations*.
3. **Aggravated Violations:** If a student is in violation of *The Student Code* and the behavior was directed toward an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical or mental disabilities, including learning disabilities, intellectual development disorders, and past/present history of a mental disorder, the Student Conduct officer or hearing body may enhance the sanctions.

F. Appeals

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

G. Accommodations for Students with Disabilities

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

Part V: Interim Administrative Action

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

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

Part VI: Maintenance and Review of Student Conduct Files

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

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

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

Part VII: Interpretation and Revision

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

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

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

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

Student Academic Misconduct

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

A. Instructor's Role

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

B. The Academic Integrity Hearing Board

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

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

C. Hearing on Academic Misconduct

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

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

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

D. Hearing Appeal

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

8/10/21

Protection of Minors and Reporting of Child Abuse and Neglect Policy

Title:	Protection of Minors and Reporting of Child Abuse and Neglect, Policy on
Policy Owner:	Department of Human Resources
Applies to:	All personnel associated with the University including faculty, staff, volunteers, graduate and undergraduate students, interns, residents and fellows.
Campus Applicability:	All University campuses including Storrs, regional campuses, the Law School and UConn Health (University)
Effective Date:	August 9, 2018
For More Information, Contact	Minor Protection Coordinator / Department of Human Resources
Contact Information:	(860) 486-4510
Official Website:	http://hr.uconn.edu/minor-protection

1. Reason for Policy

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

2. Applies to

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

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

3. Definitions^[1]

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

and (3) has been registered with the University's Minor Protection Coordinator.

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

C. Background Screening: A criminal history search that is consistent with University criminal background check policies and that has been successfully completed within the past four years. Such criminal history search must include the following searches by a nationally recognized background check vendor:

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

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

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

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

G. Mandated Reporter: An individual designated by the Connecticut law as **required** to report or cause a report to be made of Child Abuse or Child Neglect. **All employees of the University, except student employees, are Mandated Reporters under state law.**

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

4. Reporting Child Abuse/Neglect

Pursuant to state law, all University employees (except student employees) are Mandated Reporters of Child Abuse and/or Child Neglect and must comply with the reporting requirements in Connecticut's mandated reporting laws. See Conn. Gen. Stat. §§17a-101a to 17a-101d.

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

DCF's 24-hour hotline for reporting suspected Child Abuse or Child Neglect is (800) 842-2288, and additional guidance on these reporting requirements may be found here:

<https://portal.ct.gov/DCF/1-DCF/Reporting-Child-Abuse-and-Neglect> (Last accessed July 23, 2018).

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

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

5. Requirements for University Sponsored Activities Involving Minors

To better protect Minors participating in activities sponsored by the University, all University Sponsored Activities Involving

Minors must meet the following requirements, in addition to any applicable federal, state, or local law, and all University policies. **Please Note:** A more comprehensive description of the following requirements are detailed in the accompanying procedures.

- A. University Sponsored Activities Involving Minors must register with the University's Minor Protection Coordinator with sufficient advance notice to confirm the requirements of this policy have been met.
- B. No individual, paid or unpaid, shall be allowed to supervise, chaperone, or otherwise oversee any Minor who participates in University Sponsored Activities Involving Minors unless he or she is an Authorized Adult.
- C. All University Sponsored Activities Involving Minors must implement standards to safeguard the welfare of participating Minors. At minimum, all University Sponsored Activities Involving Minors must implement and comply with University standards of conduct included in the accompanying procedures.
- D. All University Sponsored Activities Involving Minors are subject to periodic audits to verify compliance with this policy and the accompanying procedures.
- E. Any exceptions to these requirements must be requested with sufficient notice and approved in writing by the Minor Protection Coordinator, in consultation with Minor Protection Oversight Committee prior to the start of program operations.

6. Enforcement

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

Policy History

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

Revisions: August 9, 2018

Procedures

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

Footnotes

[1] Several of these definitions are adapted in whole or in part from the Connecticut General Statutes. See Conn. Gen. Stat. § 120. For additional guidance from the Connecticut Department of Children and Family Services about the definitions of child abuse and neglect, see <https://portal.ct.gov/DCF/1-DCF/Reporting-Child-Abuse-and-Neglect>. (Last accessed 7/23/2018.) [Back](#)

VII. Attachment

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

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

Immediate steps

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

Within 24 hours

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

At any time

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

UConn's Commitment to a Safe and Supportive Community

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

The *Policy Against Discrimination, Harassment, and Related Interpersonal Violence* (the *Policy*), contains detailed information about reporting, accessing campus and community resources, investigations, and more.

Supportive Measures

The resources listed in this brochure can help with a range of supportive measures, including but not limited to: medical and counseling services; academic support; leaves of absence; modifications to working/living situations and class schedules; assistance with transportation, financial aid, visa, and immigration issues; enacting mutual University no-contact letters; and referrals to legal and advocacy services.

Employee Reporting

Under the *Policy*, employees who witness or receive a report of sexual assault, intimate partner violence or stalking must report the incident to the Office of Institutional Equity (OIE). Exceptions include confidential and exempt employees as defined in this brochure and in the *Policy*.

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



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

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

8/2021



Sexual Assault Intimate Partner Violence Stalking

Reporting and Resources



What is Sexual Assault*?

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

What is Consent*?

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

What is Intimate Partner Violence (IPV)*?

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include Sexual Assault, Stalking, and/or physical assault. IPV may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. This behavior can be verbal, emotional, and/or physical.

What is Stalking*?

Stalking means engaging in a course of conduct directed at a specific individual that would cause a reasonable person to fear for their safety or the safety of others, or for the individual to suffer substantial emotional distress. Stalking includes unwanted, repeated, or cumulative behaviors that serve no purpose other than to threaten, or cause fear for another individual.

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

Reporting and Investigations

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

You do not need to make a formal complaint to receive support and resources from UConn.

UConn Police Department

24 hours a day, 7 days a week

860.486.4800 | publicsafety.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

Office of Community Standards

8 a.m. – 5 p.m., Monday – Friday

Wilbur Cross Building, Room 301

860.486.8402 | community.uconn.edu

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

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

8 a.m. – 5 p.m., Monday – Friday

Wood Hall, First Floor

860.486.2943 | titleix.uconn.edu

equity@uconn.edu

- Investigates when the accused individual is a UConn employee
- UConn's Title IX Coordinator is responsible for ensuring that all reports are addressed

Confidential Resources (On-Campus)

NOT required to report to OIE

Student Health and Wellness (SHaW)

studenthealth.uconn.edu

Medical Care

Hilda May Williams Building

860.486.2719 (Appointment Desk)

Advice Nurse On Call: 860.486.4700

Fall and spring semesters: Available 24/7

Summer and semester breaks:

8 a.m. - 4 p.m., Monday - Friday

- 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)

Mental Health

Arjona Building

860.486.4705

Therapist On Call: 860.486.4705

Fall and Spring semesters: available 24/7

- Immediate crisis intervention, and individual and group therapy
- Therapists can be accessed by appointment, walk-in, or after-hours emergency

Crisis support available summer and semester breaks: 8:30 a.m. - 4:30 p.m., Monday - Friday

For current SHaW office hours visit: studenthealth.uconn.edu/hours-offices/

Confidential employees are entitled under state law to have privileged communications.

Exempt employees are not required to report information to the University with some narrow exceptions.

More information related to employee reporting responsibilities can be found in the *Policy Against Discrimination, Harassment and Related Interpersonal Violence*.

Confidential Resources (Off-Campus)

NOT required to report to OIE

All services are free and confidential.

Connecticut Alliance to End Sexual Violence

Statewide Hotline: 1.888.999.5545 (24/7)

Spanish Hotline: 1.888.568.8332 (24/7)

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

Storrs-Mansfield and Avery Point Areas

Local Hotline: 860.456.2789

Sexual Assault Crisis Center of Eastern Connecticut

Waterbury Area - Local Hotline: 203.753.3613

Safe Haven of Greater Waterbury

Torrington Area - Local Hotline: 860.482.7133

Susan B. Anthony Project

Hartford Area - Local Hotline: 860.547.1022

YWCA Sexual Assault Crisis Services

Stamford Area - Local Hotline: 203.329.2929

Center for Sexual Assault Crisis Counseling & Education

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

While an impacted individual's conversation with a University employee in non-confidential offices will be kept *private* (will not be shared unnecessarily with others), only conversations with either a confidential or exempt resource will not be reported to OIE (unless the impacted individual requests that the information be shared).

Non-Confidential Resources (On-Campus)

Required to report to OIE

Each of the offices below can:

- Explain the available resources and University investigation processes and provide accompaniment during reporting and investigation meetings

Dean of Students Office

8 a.m. – 5 p.m., Monday – Friday

Wilbur Cross Building, Second Floor

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

- Assists with implementation of supportive measures, including academic and other concerns, modifications to class schedules, rescheduling exams, and more

Department of Residential Life

Residential Life staff are on call

24 hours a day, 7 days a week

Whitney Hall, Garden Level

860.933.2220 | reslife.uconn.edu

- Provides information about on-campus housing

Exempt Resources (On-Campus)

NOT required to report to OIE

Cultural Centers (CC) and Women's Center

8 a.m. – 5 p.m., Monday – Friday

Student Union, Fourth Floor

African American CC | aacc.uconn.edu

Asian American CC | asacc.uconn.edu

Puerto Rican Latin American CC | latinx.uconn.edu

Rainbow Center | rainbowcenter.uconn.edu

Women's Center

860.486.4738 | womenscenter.uconn.edu

- Provides advocacy, support, and referral services for victim-survivors regardless of gender identity

In-Power Support Group

Contact In-Power@uconn.edu for meeting times

- Student-led group dedicated to building a gender-inclusive community welcoming victim-survivors at any point in their healing process

यदि आपने इनमें से किसी का सामना किया हो यौन हमला, अंतरंग साथी की हिंसा, या छिपकर पीछा करना

तात्कालिक कदम

- किसी सुरक्षित स्थान पर जाएं। अपने RA के कमरे, किसी दोस्त के कमरे, या कि परिसर के किसी खुले कार्यालय में।
- अपने किसी भरोसेमंद को कॉल करें। एक दोस्त, पारिवारिक सदस्य, या पीड़ितों का वकील अच्छे संसाधन हैं। आपको सिर्फ इसी पर विचार करने की जरूरत नहीं है।
- सबूत सुरक्षित रखें। यौन हमले के बाद, तब तक न नहाएं जब तक कि आपने इस पर विचार न कर लिया हो कि यौन हमले की मुफ्त फॉरेंसिक जांच करानी है या नहीं वह भी हमले के 120 घंटे के भीतर। आपको इसकी कोई जरूरत नहीं कि कोई औपचारिक रिपोर्ट करें या कि यौन हमले के आरोपों की फॉरेंसिक जांच कराने का दबाव बनाएं। उन कपड़ों को किसी अखबार या कपड़े के थैले में (बिना धुले) सुरक्षित रखें, जिन्हें आपने पहन रखा था। यौन हमले, अंतरंग साथी की हिंसा, और/या छिपकर पीछा किए जाने के बाद, किसी भी क्षति या चोट का फोटो लें और संवाद से जुड़े अभिलेख (जैसे कि फोन संदेश, ईमेल, पत्र) अपने पास रखें।

24 घंटे में

- सहायता मांगें। सहायता और सलाह के लिए आप शायद किसी वकील या परामर्शदाता का रुख करना चाहें। वे आपसे अतिरिक्त सहायता सेवाओं और रिपोर्टिंग के लिए आपके विकल्पों के संबंध में बात करेंगे।
- अनचाहे शारीरिक संपर्क के बाद चिकित्सा देखभाल प्राप्त करें। एक चिकित्सा प्रदाता शारीरिक चोट, यौन संचारित संक्रमणों, और गर्भावस्था की जांच कर सकता है। आपको इसकी कोई जरूरत नहीं कि कोई औपचारिक रिपोर्ट करें या कि चिकित्सा देखभाल प्राप्त करने के लिए आरोपों को लेकर दबाव बनाएं।

किसी भी समय

- एक औपचारिक रिपोर्ट करने पर विचार करें। आपको यह रिपोर्ट करने के लिए प्रोत्साहित किया जाता है कि पुलिस और यूनिवर्सिटी दोनों में क्या हुआ। आप तय कर सकते/सकती हैं कि आप किसी जांच प्रक्रिया में कितनी भागीदारी करना चाहेंगे/चाहेंगी।
- UConn मदद कर सकती है। परिसर आधारित संसाधन, जैसे कि छात्र कार्यालय (Students Office) के डीन, आपके आवास, कक्षा, काम और भी बहुत कुछ को लेकर आपकी मदद कर सकते हैं। आपको इसकी कोई जरूरत नहीं कि कोई औपचारिक रिपोर्ट करें या कि UConn से सहयोगी उपाय और संसाधन प्राप्त करने के लिए आरोपों को लेकर दबाव बनाएं।

सुरक्षित और सहयोगी समुदाय के लिए UConn की प्रतिबद्धता

UConn परिसर के वातावरण को यौन उत्पीड़न, अंतरंग साथी की हिंसा और छिपकर पीछा किए जाने से मुक्त बनाने और ऐसा बनाए रखने के लिए प्रतिबद्ध है। सभी रिपोर्टों को अत्यंत गंभीरता से लिया जाता है। रिपोर्ट करने वाले किसी भी व्यक्ति के खिलाफ प्रतिशोध की सख्त मनाही है।

भेदभाव, उत्पीड़न, और संबंधित पारस्परिक हिंसा के विरुद्ध नीति (नीति) में रिपोर्टिंग, परिसर तक पहुंच पाने और सामुदायिक संसाधनों, जांचों और भी बहुत कुछ के बारे में विस्तृत जानकारी शामिल है।

सहयोगी उपाय

इस ब्रोशर में सूचीबद्ध संसाधन सहयोगी उपायों की एक श्रृंखला के साथ मदद कर सकते हैं, जिनमें शामिल हैं लेकिन इन्हें तक सीमित नहीं: चिकित्सा और परामर्श सेवाएं; शैक्षणिक सहायता; अनुपस्थिति की छुट्टियां; काम करने/रहने की स्थितियों और कक्षा के कार्यक्रम (शेड्यूल) में संशोधन; परिवहन, वित्तीय मदद, वीजा और आब्रजन मुद्दों को लेकर सहायता; पारस्परिक यूनिवर्सिटी संपर्क-नहीं (नो-कॉन्टैक्ट) पत्रों को कानूनी जामा पहनाना; और कानूनी और पैरवी संबंधी सेवाओं के लिए रेफरल।

कर्मचारी रिपोर्टिंग

नीति के अंतर्गत, यौन हमले, अंतरंग साथी की हिंसा, या छिपकर पीछा किए जाने की रिपोर्ट देखने या प्राप्त करते वाले कर्मचारियों को यह घटना संस्थानिक समता कार्यालय (OIE) को रिपोर्ट करनी होगी। अपवादों में गोपनीय और अपवाद कर्मचारी शामिल हैं जैसे कि इस ब्रोशर और *नीति* में निर्धारित किया गया है।

क्लरि अधिनियम के अंतर्गत, कई कर्मचारियों का यह कर्तव्य भी होता है कि वे संघीय कानून के तहत अपराधों की UConn पुलिस को रिपोर्ट करें। उनकी पुलिस रिपोर्ट में दिनांक, समय, स्थान, और घटना की प्रकृति शामिल होगी।



संस्थानिक समता कार्यालय (Office of Institutional Equity) और पद IX समन्वयक
WOOD HALL, FIRST FLOOR
241 GLENBROOK ROAD, UNIT 4175
STORRS, CT 06269
860.486.2943

UConn उन सभी लागू संघीय और राज्य कानूनों का अनुपालन करती है जो गैर-भेदभाव, समान अवसर, सकारात्मक कार्यवाही, विकलांग व्यक्तियों को उचित आवास प्रदान करने से संबंधित हैं।
सम्पर्क: संस्थानिक समता कार्यालय (Office of Institutional Equity): (860)496-2943;
equity@uconn.edu; http://www.equity.uconn.edu.

8q2020



यौन हमला अंतरंग साथी की हिंसा छिपकर पीछा करना

रिपोर्टिंग और संसाधन



यौन हमला* क्या है?

यौन हमले में सहमति के बिना यौन संपर्क और/या संभोग होता है। यौन हमला किसी पर भी हो सकता है, इसका लिंग से कोई संबंध नहीं है।

सहमति *क्या है?

सहमति सकारात्मक शब्दों या कार्यों का समझ में आने योग्य आदान-प्रदान है, जो कि यौन गतिविधि पर पारस्परिक रूप से सहमत होने की इच्छा को दर्शाता है। सहमति अवश्य ही सूचित, मुक्त और सक्रिय रूप से दी जानी चाहिए। यौन संलिप्तता के प्रत्येक चरण में स्पष्ट और सकारात्मक प्रतिक्रियाएं प्राप्त करना पहल करने वाले की जिम्मेदारी है। एक तरह की यौन गतिविधि [जैसे चुम्बन] के यह मायने नहीं है कि अन्य तरह की यौन गतिविधि [जैसे सेक्स] की सहमति है। नकारात्मक प्रतिक्रिया (रिस्पॉन्स) का अभाव सहमति नहीं है। कोई भी ऐसा व्यक्ति जो शराब और/या अन्य मादक द्रव्य (ड्रग्स) के नशे में है, चाहे इसका सेवन स्वैच्छिक रूप से या अनैच्छिक रूप से किया हो, सहमति नहीं दे सकता है। यौन गतिविधि के लिए पिछली सहमति का यह मायने नहीं है कि सहमति आगे भी जारी है।

अंतरंग साथी की हिंसा (IPV)* क्या है?

IPV में हिंसा का ऐसा कोई भी कार्य या हिंसा की धमकी वाला कार्य शामिल होता है जो यौन, डेटिंग, शादी, घरेलू या अन्य अंतरंग संबंधों में शामिल लोगों के बीच होता है। IPV में यौन हमला, छिपकर पीछा किया जाना और/या शारीरिक हमला शामिल है। IPV में भय और डरा करके किसी अन्य व्यक्ति पर सत्ता और नियंत्रण स्थापित करने के लिए प्रयुक्त व्यवहार का एक पैटर्न शामिल हो सकता है, या कि एक बार का आचरण शामिल हो सकता है। यह व्यवहार मौखिक, भावनात्मक, और/या शारीरिक हो सकता है।

छिपकर पीछा करना (स्टॉकिंग)* क्या है?

स्टॉकिंग का मतलब किसी खास व्यक्ति पर निर्देशित ऐसे आचरण में संलग्न होना है जो कि किसी तार्किक व्यक्ति में अपनी सुरक्षा या दूसरों की सुरक्षा के लिए डर उत्पन्न करेगा, या व्यक्ति के लिए काफी बड़े भावनात्मक संकट का कारण बनेगा। स्टॉकिंग में ऐसे अवांछित, बार-बार वाले, या संचयी व्यवहार शामिल हैं जिससे धमकाने, या किसी अन्य व्यक्ति को डराने के अलावा कोई अन्य उद्देश्य नहीं सधता।

रिपोर्टिंग और जांचें

प्रभावित व्यक्तियों को सहायता और जांच के लिए पुलिस तथा यूनिवर्सिटी दोनों को रिपोर्ट करने के लिए दृढ़तापूर्वक प्रोत्साहित किया जाता है।

यूनिवर्सिटी की नीतियों और आचार संहिताओं का उल्लंघन करने वाले छात्र तथा कर्मचारी निष्कासन और/या सेवा-समाप्त सहित अनुशासनात्मक कार्रवाई के विषयाधीन हो सकते हैं। जीवित बचे शिकारों (पीड़ितों) को किसी भी जांच में आगे भाग लिए बगैर रिपोर्ट करने का अधिकार है।

आपको UConn से सहयोगी उपाय और संसाधन प्राप्त करने के लिए कोई औपचारिक शिकायत करने की कोई ज़रूरत नहीं है।

UConn पुलिस विभाग

सप्ताह के सातों दिन/दिन के 24 घंटे

860.486.4800 | publicsafety.uconn.edu

- परिसर के भीतर अपराधों की सभी अपराधिक जांचों के लिए ज़िम्मेदार
- विशिष्ट पीड़ित इकाई (Special Victims Unit) से एक अधिकारी को
- समूची जांच के दौरान जीवित बचे शिकार के साथ प्राथमिक संपर्क के रूप में असाइन किया जाता है।
- परिसर के बाहर के अपराधों के लिए, जांच हेतु राज्य या स्थानीय पुलिस ज़िम्मेदार हैं

सामुदायिक मानक कार्यालय (Office of Community Standards)

सुबह 8 बजे से शाम 5 बजे तक, सोमवार – शुक्रवार

Wilbur Cross Building, Room 301

860.486.8402 | community.uconn.edu

- तब जांच करता है जब आरोपी व्यक्ति UConn का छात्र है या हो सकता है
- यूनिवर्सिटी से संपर्क-नहीं पत्रों (no-contact letters) को कानूनी जामा पहनाता है

संस्थानिक समता कार्यालय (Office of Institutional Equity) (OIE) और पद IX समन्वयक

सुबह 8 बजे से शाम 5 बजे तक, सोमवार – शुक्रवार

Wood Hall, First Floor

860.486.2943 | titleix.uconn.edu

equity@uconn.edu

- तब जांच करता है जब आरोपी व्यक्ति UConn का कर्मचारी है
- UConn का पद IX समन्वयक इस बात के लिए ज़िम्मेदार है कि सभी रिपोर्टों का समाधान किया जाए

गोपनीय संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करने की आवश्यकता नहीं

छात्र का स्वास्थ्य और कल्याण

Studenthealth.uconn.edu

चिकित्सा देखभाल

कॉल पर एडवाइस नर्स 24/7* मौजूद: 860.486.4700

कार्यालयी घंटों के दौरान studenthealth.uconn.edu पर जाएं

हिल्डा मे विलियम्स बिल्डिंग 860.486.2719

(अपॉइंटमेंट डेस्क)

- जीवित बचे शिकारों के लिए संकट और अनुवर्ती देखभाल
- मुफ्त चिकित्सा जांच, दवाएं, STD टेस्टिंग, और परामर्श के लिए रेफरल
- यौन हमले की फॉरेंसिक जांचों के लिए साइट (फॉल और स्पिंग सेमेस्टर)

* फॉल और स्पिंग सेमेस्टर के दौरान

मानसिक स्वास्थ्य

थेरेपिस्ट 24/7* कॉल पर उपलब्ध: 860.486.4705

कार्यालयी घंटों के दौरान studenthealth.uconn.edu पर जाएं

Arjona Building

860.486.4705

- संकट संबंधी तात्कालिक हस्तक्षेप और थेरेपी
- थेरेपिस्ट तक अपॉइंटमेंट के ज़रिए, सीधे जाकर, या आपातकालीन घंटों के बाद पहुंचा जा सकता है

* सेमेस्टर और समर ब्रेक्स के दौरान, आपातकालीन सेवाएं सुबह 8:30 - शाम 4:30 बजे तक सोमवार – शुक्रवार उपलब्ध

सुदृढ़ सहायता समूह (Stronger Support Group)

मुलाकात के समयों के लिए 860.486.4705 पर संपर्क करें

- UConn छात्र जीवित बचे शिकारों की मज़बूती और सशक्तीकरण के लिए गोपनीय, सहयोगी चर्चा समूह

गोपनीय कर्मचारी राज्य के कानून के अंतर्गत विशेषाधिकार प्राप्त संचार प्राप्त करने के हकदार हैं।

अपवाद कर्मचारियों के लिए कुछ संकीर्ण अपवादों के साथ जानकारी की रिपोर्ट करना आवश्यक नहीं है।

कर्मचारी की रिपोर्टिंग ज़िम्मेदारियों से संबंधित और अधिक जानकारी भेदभाव, उत्पीड़न और संबंधित पारस्परिक हिंसा के विरुद्ध नीति में पाई जा सकती है।

गोपनीय संसाधन (परिसर के बाहर)

OIE को रिपोर्ट करने की आवश्यकता नहीं

सभी सेवाएं मुफ्त और गोपनीय हैं।

यौन हिंसा के खतमे हेतु कनेक्टिकट अलायंस (Connecticut Alliance to End Sexual Violence)

राज्यवार हॉटलाइन: 1.888.999.5545 (24/7) स्पेनिश

हॉटलाइन: 1.888.568.8332 (24/7)

- संकट और अल्पकालिक परामर्श
- अस्पताल, पुलिस, और अदालती सहयोगी
- सूचना एवं संदर्भ सेवाएं, कानूनी सहायता सहित
- यौन हिंसा के जीवित बचे शिकारों के लिए सहायता

फॉल और स्पिंग सेमेस्टर 860.456.2789

ईस्टर्न कनेक्टिकट यौन हमला संकट केंद्र (Sexual Assault Crisis Center of Eastern Connecticut)

Waterbury Area - स्थानीय हॉटलाइन: 203.753.3613

ग्रेटर वाटरबरी का सुरक्षित आश्रय (Safe Haven of Greater Waterbury)

Torrington Area - स्थानीय हॉटलाइन: 860.482.7133

सुजेन बी. एंथनी प्रोजेक्ट (Susan B. Anthony Project)

Hartford Area - स्थानीय हॉटलाइन: 860.547.1022

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

Stamford Area - स्थानीय हॉटलाइन: 203.329.2929

यौन आक्रमण संकट परामर्श एवं शिक्षा केंद्र (Center for Sexual Assault Crisis Counseling & Education)

घरेलू हिंसा के विरुद्ध कनेक्टिकट गठबंधन (Connecticut Coalition Against Domestic Violence) राज्यवार हॉटलाइन: 18.88.774.2900

(24/7) स्पेनिश हॉटलाइन: 18.88.831.9200 (24/7)

- घरेलू या डेटिंग संबंधी हिंसा के जीवित बचे शिकारों और छिपकर पीछा किए जाने के लिए सहायता
- 24-घंटे संकट परामर्श

हालांकि गैर-गोपनीय कार्यालयों में यूनिवर्सिटी के किसी कर्मचारी के साथ प्रभावित व्यक्ति की बातचीत को निजी (प्राइवेट) रखा जाएगा (अनावश्यक रूप से दूसरों के साथ साझा नहीं किया जाएगा), सिर्फ गोपनीय या फिर अपवाद वाले संसाधन के साथ वार्तालाप ही OIE को रिपोर्ट नहीं किए जाएंगे (जब तक कि प्रभावित व्यक्ति ही जानकारी को साझा करने का अनुरोध न करे)।

अगोपनीय संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करना आवश्यक

नीचे दिए कार्यालयों में से प्रत्येक:

- उपलब्ध संसाधनों और यूनिवर्सिटी की जांच प्रक्रियाओं को स्पष्ट कर सकता है तथा रिपोर्टिंग और जांच संबंधी मुलाकातों के दौरान सहयोगी उपलब्ध करा सकता है

छात्र कार्यालय के डीन (Dean of Students Office)

सुबह 8 - शाम 5 बजे तक, सोमवार – शुक्रवार

Wilbur Cross Building, Second Floor

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

- शैक्षिक और अन्य चिंताओं, कक्षा कार्यक्रमों (क्लास शेड्यूल्स) में संशोधन, परीक्षाओं के कार्यक्रम का पुनर्निर्धारण और भी बहुत कुछ सहित सहयोगी उपायों के क्रियान्वयन को लेकर सहायता करता है

आवासीय जीवन विभाग (Department of Residential Life)

आवासीय जीवन स्टाफ दिन के 24 घंटे, सप्ताह में 7 दिन कॉल पर उपलब्ध होते हैं

Whitney Hall, Garden Level 860.933.2220

| reslife.uconn.edu

- परिसर के भीतर आवास व्यवस्था की जानकारी प्रदान करते हैं

अपवाद संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करने की आवश्यकता नहीं

सांस्कृतिक केंद्र (CC) और महिलाओं का केंद्र

सुबह 8 बजे से शाम 5 बजे तक, सोमवार – शुक्रवार

Student Union, Fourth Floor

African American CC | aacc.uconn.edu

Asian American CC | asacc.uconn.edu

Puerto Rican Latin American CC | latinx.uconn.edu

Rainbow Center | rainbowcenter.uconn.edu

महिलाओं का केंद्र (Women's Center)

860.486.4738 | womenscenter.uconn.edu

- जीवित बचे शिकारों के लिए लैंगिक पहचान पर ध्यान दिए बगैर पैरवी, सहायता, और रेफरल सेवाएं प्रदान करता है

इन-पावर सहायता समूह (In-Power Support Group)

मुलाकात समयों के लिए In-Power@uconn.edu से संपर्क करें

- छात्रों की अगुवाई वाला समूह एक लैंगिक रूप से समावेशी ऐसा समुदाय बनाने के लिए समर्पित जो जीवित बचे शिकारों (पीड़ितों) का उनकी उपचार प्रक्रिया में किसी भी बिंदु पर स्वागत करे

如果你曾经历了 性侵犯、亲密伴侣暴力或跟踪骚扰

立即采取的步骤

- **前往安全的地方。**你研究助理的房间、朋友的房间或校园里任何开放的办公室
- **给你所信任的人打电话。**朋友、家庭成员或受害人维权者都是可取的选择。你不必独自经历这件事情。
- **保存证据。**遭遇了性侵犯之后，你有120小时来决定是否去做免费的性侵犯法医检查，在此期间请勿淋浴。你无需正式举报或起诉，就可以做性侵犯法医检查。用纸袋或布袋保存当时穿着的衣服（未清洗）。遭遇性骚扰、亲密伴侣暴力和/或跟踪骚扰后，及时对任何损害或损伤进行拍照，并保留通信记录（例如短信、电子邮件和信件）。

24小时内

- **寻找帮助。**你也许想向维权机构或顾问寻求帮助和建议。他们会告诉你，你能获得哪些服务以及如何举报。
- **遭遇性侵后，请及时就医。**医疗人员可以进行人身伤害、性传播感染和妊娠检查并治疗。你无需进行正式报告或起诉即可获得医疗服务。

任何时候

- **考虑写一份正式报告。**我们鼓励你向警察和校方报告所发生的情况。参与任何调查过程的程度可以由你自己决定。
- **康涅狄格大学可为你提供帮助。**学校方面，例如学生办公室主任可以帮你更换住所、课程、校内工作等。康涅狄格大学可为你提供的这些帮助，不需要你正式举报或起诉。

康涅狄格大学致力于创造和维护安全互助的社区

康涅狄格大学致力于创造和维护无任何形式性暴力、亲密伴侣暴力和跟踪骚扰的校园环境。学校将及时有效地处理相关举报。严禁对任何举报者进行打击报复。

《反对歧视、骚扰及相关人际暴力政策》（该“政策”）包含有关报告、访问校园和社区资源、调查等详细信息。

支持措施

本手册中列出的资源为你提供了一系列的支持措施，包括但不限于：医疗和咨询服务；学术支持；休假；改进学习、生活状况和课程表；在交通、经济援助、签证和移民问题上提供帮助；发布彼此的大学禁止接触函；以及转介法律和辩护服务。

员工举报

根据该“政策”，所有目睹或遭受性侵犯、亲密伴侣暴力或跟踪骚扰的雇员必须将该事件报告至机构公平办公室（OIE）。例外情况包括本手册和本政策中定义的机密豁免员工。

根据《克莱里法案》（Clery Act），许多员工还有责任依据联邦法律向康涅狄格大学警察举报犯罪行为。他们向警察举报的内容将包括事件的日期、时间、地点和性质。



机构公平办公室和第九条协调员
地址：WOOD HALL,
241 GLENBROOK ROAD, UNIT 4175
STORRS, CT 06269
电话：860-486-2943

康涅狄格大学种族平等、机会平等、权利平等，并为残疾人提供合理的方便设施。联系方式：机构公平办公室：(860)496-2943；equity@uconn.edu；http://www.equity.uconn.edu。

2020年8月



性侵犯 亲密伙伴暴力跟踪骚扰

举报与帮助资源



什么是性侵犯*？

性侵犯包括未经同意而发生的性接触和/或性交。任何性别的人都可能遭受性侵犯。

什么是同意*？

同意是可以理解的肯定性词语或行为的交换，表示愿意参加双方共同同意的性活动。必须知情、自由和积极地给予同意。在性参与的每个阶段，发起者都有责任获得明确和肯定的回应。同意一种形式的性行为（如接吻）并不意味着同意其他形式的性行为（如性交）。没有否定的回应不表示同意。因自愿或非自愿饮酒和/或其他药物而丧失行为能力的个人不得表示同意。

过去对性行为的同意并不意味着将来会继续同意。

什么是亲密伴侣暴力（简称“IPV”）*？

IPV包括在涉及或已经涉及性、约会、配偶、家庭或其他亲密关系的个人之间发生的任何暴力行为或威胁性暴力行为。IPV可能包括性侵犯、缠扰和/或身体攻击。IPV可能涉及一种通过恐惧和恐吓来建立权力和控制另一个人的行为模式，也可能涉及一次性的行为。这种行为可以是言语、情感和/或身体行为。

什么是跟踪骚扰*？

跟踪骚扰是指针对特定个体的行为，会使理智的人担心自己的安全或他人的安全，或使个体遭受严重的情绪困扰。跟踪骚扰包括不想要的、重复的或累积的行为，除了威胁他人或使他人恐惧之外，没有其他目的。

报告与调查

我们坚决鼓励受影响的个人向警察和校方举报来寻求帮助和调查。

违反大学政策和行为守则的学生和雇员可能会受到纪律处分，包括开除和/或解雇。幸存者有权举报，而无需进一步参与任何调查。

康涅狄格大学可为你提供支持和资源，不需要你正式起诉。

康涅狄格大学警察部门

每周7天，每天24小时

860-486-4800 | 网址: publicsafety.uconn.edu

• 负责对校园内犯罪的所有刑事调查

在整个调查过程中，指定了特别受害者小组的一名官员与受害者幸存者进行主要联系

• 对于校外犯罪，州或地方警察负责调查

社区标准办公室

周一至周五上午8点至下午5点，

地址: Wilbur Cross Building, Room 301

电话: 860-486-8402 | 网址: community.uconn.edu

• 调查时被告是或可能是康涅狄格大学的学生

• 发布大学禁止接触函

机构公平 (OIE) 办公室兼第九条协调员

周一至周五，上午8:00至下午5:00

地址: Wood Hall, First Floor

电话: 860-486-2942943 | 网址: titleix.uconn.edu

电子邮箱: equity@uconn.edu

• 调查时被告是或可能是康涅狄格大学雇员

• 康涅狄格大学第九条协调员的职责是确保所有举报得到处理。

机密资源（校园内）

无需向OIE报告

学生卫生与健康

Studenthealth.uconn.edu

医疗保健

咨询护士全天候提供服务*: 860-486-4700

办公时间来访，网址studenthealth.uconn.edu

地址: 希尔达·梅·威廉姆斯大厦 (Hilda May

Williams Building)

电话: 860-486-2719 (预约台)

- 受害幸存者的危机和后续护理
- 免费体检、药物治疗、性病检测以及转诊至咨询
- 性侵犯法医检查站 (秋季和春季学期)

** 在秋季和春季学期*

精神健康

治疗师全天候服务电话: 860-486-4705

办公时间来访，网址studenthealth.uconn.edu

地址: 阿约纳大厦 (Arjona Building)

电话: 860-486-4705

- 立即危机干预和治疗
- 治疗师可通过预约、工作时间或下班后紧急时间访问

** 在学期和暑假期间紧急服务*

周一至周五上午8:30至下午4:30

坚强支持小组

联系860-486-4705获取会面时间

• 机密支持性讨论小组使康涅狄格大学学生受害幸存者获得力量并充满信心。

机密雇员根据州法律有权享有特权通讯。除少数例外，豁免员工无需向大学报告信息。有关员工举报责任的更多信息，请参见《禁止歧视、骚扰及相关人际暴力政策》。

机密资源（校园外）

无需向OIE报告

所有服务均免费且保密。

康涅狄格终结性暴力联盟

全州热线: 1-888-999-5545 (全天候)

西班牙语热线: 1-888-568-8332 (全天候)

- 危机和短期咨询
- 搭配医院、警察和法院
- 信息和转介服务，包括法律援助
- 为性暴力受害幸存者提供支持

斯托斯曼斯菲尔德 (Storrs-Mansfield) 和艾埃弗里点 (Avery Point) 地区860-456-2789

东康涅狄格州性侵犯危机中心

沃特伯里地区 - 本地热线: 203-753-3613

大沃特伯里避风港

沃特伯里地区 - 本地热线: 860-482-7133

苏珊·B·安东尼计划

哈特福德地区 - 本地热线: 860-547-1022

YWCA性侵犯危机服务

斯坦福德地区 - 本地热线: 203-329-2929

性侵犯危机咨询和教育中心

康涅狄格州反对家庭暴力联盟

全州热线: 1-888-774-2900 (全天候)

西班牙语热线: 1-844-831-9200 (全天候)

- 为家庭暴力或约会暴力和跟踪骚扰的受害幸存者提供支持
- 24小时危机咨询

虽然受影响的个人与非机密办公室中的大学员工的对话将保持**私密**（不会与他人不必要地共享），但只有与机密或豁免资源的对话才不会报告给OIE（除非受影响的个人请求信息共享）。

非机密资源（校园内）

要求向OIE报告

下列各个办公室可以:

• 解释可用资源和大学调查过程，并在报告和调查会议期间提供陪伴

学生处主任

周一至周五，上午8:00至下午5:00

地址: Wilbur Cross Building, Second Floor

860-486-3426 | dos.uconn.edu | dos@uconn.edu

• 协助实施支持性措施，包括学术和其他方面的问题，修改课程表，重新安排考试等

居住生活部门

居住生活员工每周7天全天候提供服务

地址: Whitney Hall, Garden Level

860-933-2220 | reslife.uconn.edu

• 提供有关校园住宿的信息

豁免资源（校园内）

无需向OIE报告

文化中心（简称“CC”）与妇女中心

周一至周五，上午8点至下午5点 学生会四楼

非裔美国人文化中心 | aacc.uconn.edu

亚裔美国人文化中心 | aacc.uconn.edu

波多黎各拉丁裔美国人文化中心 | latinx.uconn.edu

彩虹中心 | rainbowcenter.uconn.edu

妇女中心

860-486-4738 | womenscenter.uconn.edu

• 为所有性别身份的受害幸存者提供的辩护支持和转介服务

动力支持小组

联系In-Power@uconn.edu获取会面时间

• 由学生领导的小组致力于建立一个包容性别的社区，使得受害幸存者在康复过程中的任何时候都受该社区欢迎。

Si Usted Ha Sufrido Alguna Agresión Sexual, Violencia de Pareja Íntima o Acecho

Pasos Inmediatos

- **Vaya a un lugar seguro.** La habitación de su Asesor(a) Residente. La habitación de una amistad o cualquier oficina abierta en el campus.
- **Llame a alguien de su confianza.** Un amigo, un familiar o un defensor de víctimas son buenos recursos. No tiene que pasar por esto solo.
- **Preserve las evidencias.** Después de la agresión sexual, no se duche hasta que considere si debe hacerse un examen forense de agresión sexual gratuito dentro de las 120 horas después de la agresión. No necesita hacer un informe formal ni presentar cargos para someterse a un examen forense de agresión sexual. Guarde la ropa que llevaba puesta (sin lavar) en una bolsa de papel o tela. Después de la agresión sexual, violencia de pareja íntima y/o acecho, tome fotografías de cualquier daño o lesión y guarde los registros de comunicación (por ej., mensajes de texto, correos electrónicos, cartas).
- **Dentro de las 24 Horas**
- **Busque apoyo.** Puede que desee recurrir a un defensor o consejero para obtener apoyo y consejo. Ellos hablarán con usted sobre sus opciones para recibir servicios de apoyo adicionales e informar.
- **Después de un contacto físico no deseado, obtenga atención médica.** Un proveedor médico puede buscar y tratar las lesiones físicas, infecciones de transmisión sexual y embarazo. Usted no necesita hacer un informe formal ni presentar cargos para recibir atención médica.

En Cualquier Momento

- **Considere hacer una denuncia formal.** Se le anima a informar lo sucedido tanto a la policía como a la Universidad. Ud. puede decidir cuánto le gustaría participar en algún proceso de investigación.
- **UConn puede ayudarle.** Los recursos del campus, como la Oficina del Decano Estudiantil, pueden ayudarle con cambios en su vivienda, en las clases, en el trabajo y más. No es necesario presentar un informe formal ni presentar cargos para recibir ayuda y medidas de apoyo de UConn.

El Compromiso de UConn con una Comunidad Segura y Solidaria

UConn se compromete a crear y mantener un ambiente en el campus y sus alrededores libre de toda forma de agresión sexual, violencia de pareja íntima y acecho. Todos los informes se toman con la mayor seriedad. Las represalias contra cualquier persona que presente una denuncia están estrictamente prohibidas.

La *Política contra la Discriminación, el Acoso y la Violencia Interpersonal Relacionada* (la *Política*) contiene información detallada sobre informes, acceso a recursos del campus y comunitarios, investigaciones y más.

Medidas de Apoyo

Los recursos mencionados en este folleto pueden ayudar con una variedad de medidas de apoyo que incluyen, entre otras: servicios médicos y de asesoramiento; apoyo académico; permisos de ausencia; modificaciones a situaciones de vida, trabajo y horarios de clases; asistencia con el transporte; ayuda financiera; asuntos de visas e inmigración; promulgación de cartas universitarias mutuas sin contacto; y remisiones a servicios legales y de defensa.

Empleados Informantes

Bajo la *Política*, los empleados que sean testigos o reciban un informe de agresión sexual, violencia de pareja íntima o acecho tienen que denunciar el incidente a la Oficina de Equidad Institucional (OIE). Las excepciones incluyen empleados confidenciales y exentos, como se define en este folleto y en la *Política*. Según la Ley Clery, muchos empleados también tienen el deber bajo ley federal de informar los delitos al Departamento de Policía de UConn. Su informe a la policía incluirá la fecha, hora, lugar y naturaleza del incidente.

Oficina de Equidad
Institucional y del Coordinador
del Título IX
WOOD HALL, PRIMER PISO
241 GLENBROOK ROAD, OFIC. 4175
STORRS, CT 06269
860.486.2943

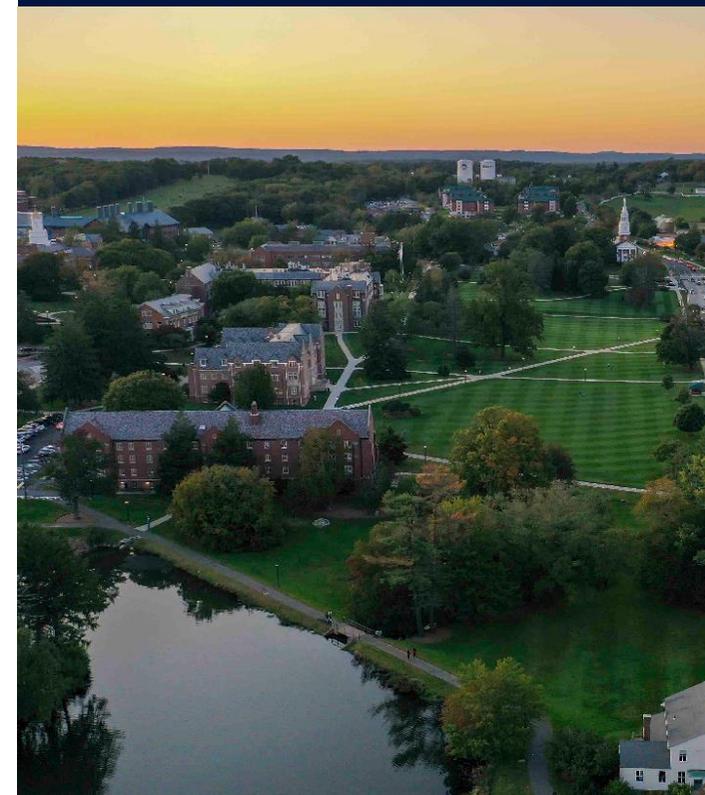
UConn cumple con todas las leyes federales y estatales aplicables sobre discriminación, igualdad de oportunidades, acción afirmativa y proporciona adaptaciones razonables para personas con discapacidades. Contacto: Oficina de Equidad Institucional (860) 496-2943; equity@uconn.edu;

<http://www.equity.uconn.edu>

8/2020

UConn
UNIVERSITY OF CONNECTICUT

Agresión Sexual Acecho por Violencia de Pareja Íntima Denuncias y Recursos



¿Qué es Agresión Sexual?*

La agresión sexual consiste en el contacto sexual y/o las relaciones sexuales que ocurren sin un consentimiento. La agresión sexual puede sucederle a cualquier persona, independientemente del género.

¿Qué es el Consentimiento?*

El consentimiento es un intercambio comprensible de palabras o acciones afirmativas, que indican el deseo de participar en una actividad sexual mutuamente acordada. El consentimiento tiene que informarse y otorgarse libre y activamente. Es responsabilidad del iniciador obtener respuestas claras y afirmativas en cada etapa de la participación sexual. El consentimiento a una forma de actividad sexual [como besar] no implica el consentimiento a otras formas de actividad sexual [como el acto sexual]. La falta de una respuesta negativa no es un consentimiento. Una persona que esté incapacitada debido al alcohol o a otras drogas usadas voluntaria o involuntariamente, no puede dar su consentimiento. Un consentimiento dado en el pasado para una actividad sexual, no implica un consentimiento continuo futuro.

¿Qué es Violencia de Pareja Íntima (IPV)?*

La IPV incluye cualquier acto de violencia o amenaza de acto de violencia que ocurra entre personas que están o han estado involucradas en una relación sexual, de citas, conyugal, doméstica u otra relación íntima. La IPV puede incluir agresión sexual, acecho y/o agresión física. La IPV puede involucrar un patrón de comportamiento usado para establecer poder y control sobre otra persona a través del miedo y la intimidación, o puede involucrar una conducta única. Este comportamiento puede ser verbal, emocional y/o físico.

¿Qué es el Acecho?*

Acecho significa participar en una conducta dirigida a una persona específica, que causa que alguien razonable tema por su seguridad o por la seguridad de otros, o que la persona sufra una considerable angustia emocional. El acecho incluye comportamientos no deseados, repetitivos, o acumulativos que no tienen otro propósito que el de amenazar o atemorizar a otra persona.

*Tenga en cuenta que estas definiciones están incluidas en las políticas de UConn y no son el mismo estándar que se aplica en un procedimiento policial.

Informes e Investigaciones

A las **personas impactadas** se les recomienda mucho que presenten un informe a ambos, la policía y la Universidad, para obtener ayuda e investigación. Los estudiantes y empleados que violen las políticas de la Universidad y los códigos de conducta pueden estar sujetos a acciones disciplinarias que pudieran incluir la expulsión y/o el despido. Las víctimas-sobrevivientes tienen derecho a informar sin tener que participar después en ninguna otra investigación.

No es necesario que presente una queja formal para recibir apoyo y recursos de UConn.

Departamento de Policía de UConn
24 horas al día, 7 días de la semana
860.486.4800 | publicsafety.uconn.edu

- Responsable de todas las investigaciones penales por delitos cometidos en el campus.
- Se asigna un oficial de la Unidad de Víctimas Especiales como contacto principal durante la investigación.
- Para delitos fuera del campus, la policía estatal o local es responsable de investigar.

Oficina de Estándares Comunitarios
8:00 a.m. - 5:00 p.m., lunes a viernes
Edificio Wilbur Cross, Oficina 301
860.486.8402; community.uconn.edu

- Investiga cuando la persona acusada es, o pudiera ser, un estudiante de UConn.
- Promulga las cartas de no contacto de la Universidad.

Oficina de Equidad Institucional (OIE) y Coordinador del Título IX
8:00 a.m. - 5:00 p.m., lunes - viernes
Wood Hall, Primer Piso
860.486.2943; titleix.uconn.edu
equity@uconn.edu

- Investiga cuando la persona acusada es un empleado de UConn.
- El Coordinador del Título IX de UConn es responsable de asegurar que se atiendan todos los informes.

Recursos Confidenciales (En el Campus)

NO se requiere informar a la OIE
Salud y Bienestar Estudiantil
Studenthealth.uconn.edu

Cuidados Médicos
Enfermera asesora de guardia 24/7
860.486.4700
Para ver el Horario de Oficina, visite:
studenthealth.uconn.edu

Edificio Hilda May Williams
860.486.2719 (Mesa de Citas)

- Atención de crisis y seguimiento para víctimas-sobrevivientes
- Exámenes médicos gratuitos, medicamentos, pruebas de STD y remisiones a asesoramiento
- Sitio para exámenes forenses de agresión sexual

(Semestres de otoño y primavera)

** Durante los semestres de otoño y primavera*

Salud Mental

Terapeutas disponibles 24/7; 860.486.4705
Para ver el Horario de Oficina, visite:
studenthealth.uconn.edu

Edificio Arjona - 860.486.4705

- Intervención inmediata de crisis y terapia
- Se puede ver los terapeutas con cita previa, sin cita previa, o fuera del horario de atención en casos de emergencia.

** Durante las vacaciones del semestre y el verano, Los Servicios de Emergencia están disponibles de lunes a viernes de 8:30 a.m. a 4:30 p.m.*

Grupo de Apoyo Más Fuerte

Contacte 860.486.4705 para horario de reunión
Grupo de discusión de apoyo confidencial para estudiantes de UConn víctimas-sobrevivientes para ganar fuerza y valor.

Los **Empleados Confidenciales** tienen derecho bajo la ley estatal a tener comunicaciones privilegiadas. Los **Empleados Exentos** no están obligados a dar información a la Universidad, con algunas excepciones. Puede hallar más información sobre las responsabilidades de informar de los empleados en la *Política contra la Discriminación, el Acoso y lo Relacionado con la Violencia Interpersonal.*

Recursos Confidenciales (Fuera del Campus)

NO se requiere informar a la OIE
Todos los servicios son gratuitos y confidenciales.

Alianza de Connecticut para Poner Fin a la Violencia Sexual
Línea Directa Estatal: 1.888.999.5545 (24/7)
En Español: 1.888.568.8332 (24/7)

- Crisis y consejería a corto plazo
- Acompañante a hospital, policía y a la corte
- Servicios de información y referencia, incluida asistencia legal
- Apoyo a víctimas-sobrevivientes de violencia sexual

Áreas de Storrs-Mansfield y Avery Point
Línea Directa Local: 860.456.2789
Centro de Crisis de Agresión Sexual del Este de CT

Área de Waterbury
Línea Directa Local: 203.753.3613
Refugio Seguro del Gran Waterbury

Área de Torrington
Línea Directa Local: 860.482.7133
Proyecto Susan B. Anthony

Área de Hartford
Línea Directa Local: 860.547.1022
Servicios de Crisis de Agresión Sexual de YWCA

Área de Stamford
Línea Directa Local: 203.329.2929
Centro para Crisis de Agresión Sexual, Consejería y Educación

Coalición de Connecticut Contra Violencia Doméstica
Línea Directa Estatal: 1.888.774.2900 (24/7)
Línea en Español: 1.888.831.9200 (24/7)

- Apoyo para víctimas-sobrevivientes de violencia doméstica o de pareja, y acoso
Consejería para crisis las 24 horas

Si bien la conversación de una persona afectada con un empleado de la Universidad en oficinas no confidenciales se mantendrá en privado (no se compartirá innecesariamente con otros), solo las conversaciones con un recurso confidencial o exento no se informarán a la OIE (a menos que la persona afectada solicite que la información sea compartida).

Recursos No Confidenciales (En el Campus)

Se requiere informar a la OIE

Cada una de las oficinas debajo:

- Explica los recursos disponibles y los procesos de investigación de la Universidad, y proporciona un acompañante durante la denuncia y las reuniones investigativas.

Oficina del Decano de los Estudiantes
8:00 a.m. - 5:00 p.m., de lunes a viernes

Edificio Wilbur Cross Segundo Piso

860.486.3426 dos.uconn.edu dos@uconn.edu

- Ayuda con la implementación de medidas de apoyo, incluidas las inquietudes académicas y de otro tipo, modificaciones a los horarios de clases, reprogramación de exámenes, y más.

Departamento de Vida Residencial
El personal de Vida Residencial está de guardia las 24 horas, 7 días a la semana.

Whitney Hall, Nivel del Jardín
860.933.2220 – reslife.uconn.edu

*Proporciona información sobre residencia en el campus.

Recursos Exentos (En el Campus)

No se requiere informar a la OIE
Centros Culturales (CC) y Centro de Mujeres
8:00 a.m. – 5:00 p.m., lunes a viernes

Unión Estudiantil, 4to piso
CC Afroamericano; aacc.uconn.edu
CC Asiático-Americano; asacc.uconn.edu
CC Puerto Rico Latino Americano; latinx.uconn.edu

Centro de las Mujeres

860.486.4738

Brinda servicios de defensa y apoyo, y de referencias a víctimas-sobrevivientes, independientemente de su identidad de género.

Grupo de Apoyo In-Power

Contacte: In-power@uconn.edu

Grupo dirigido por estudiantes dedicado a construir una comunidad inclusiva de género que acoja a víctimas-sobrevivientes en cualquier momento de su proceso de curación.

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

Immediate steps

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

Within 24 hours

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

At any time

- **Consider making a formal report.** You are encouraged to report what happened to both the police and the University. You can decide how much you would like to participate in any investigation process.
- **UConn can help.** Campus-based resources, like the Office of Student Services, 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 and supportive measures from UConn.

UConn's Commitment to a Safe and Supportive Community

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

The *Policy Against Discrimination, Harassment, and Related Interpersonal Violence (the Policy)*, contains detailed information about reporting, accessing campus and community resources, investigations, and more.

Supportive Measures

The resources listed in this brochure can help with a range of supportive measures, including but not limited to: medical and counseling services; academic support; leaves of absence; modifications to working/living situations and class schedules; assistance with transportation, financial aid, visa, and immigration issues; enacting mutual University no-contact letters; and referrals to legal and advocacy services.

Employee Reporting

Under the Policy, employees who witness or receive a report of sexual assault, intimate partner violence or stalking must report the incident to the Office of Institutional Equity (OIE). Exceptions include confidential and exempt employees as defined in the *Policy*, such as those in medical and counseling services in Student Health and Wellness.

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



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

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

8/2020

UConn
UNIVERSITY OF CONNECTICUT

Sexual Assault Intimate Partner Violence Stalking

Regional Campus Reporting and Resources



What is Sexual Assault*?

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

What is Consent*?

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

What is Intimate Partner Violence (IPV)*?

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include Sexual assault, Stalking, and/or physical assault. IPV may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. This behavior can be verbal, emotional, and/or physical.

What is Stalking*?

Stalking means engaging in a course of conduct directed at a specific individual that would cause a reasonable person to fear for their safety or the safety of others, or for the individual to suffer substantial emotional distress. Stalking includes unwanted, repeated, or cumulative behaviors that serve no purpose other than to threaten, or cause fear for another individual.

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

Reporting and Investigations

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

UConn Police Department 24 hours a day, 7 days a week

860.486.4800 | publicsafety.uconn.edu

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

Storrs, 860.486.4800
126 North Eagleville Road, Storrs

Avery Point, 860.486.4800
Stone Cottage on the West Circle

Hartford, 860.486.4800
Hartford Times Building, Basement Floor

School of Law, 860.486.4800
Library Building, Room 346

Stamford, 860.486.4800
Stamford Campus, Room 142

Waterbury, 860.486.4800
UConn Campus Building, Ground Floor
East Main Street, Waterbury

Connecticut State Police, 860.685.8190

Office of Community Standards 8 a.m. - 5 p.m., Monday - Friday

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

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

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

8 a.m. - 5 p.m., Monday - Friday

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

- Investigates when the accused individual is a UConn employee
- UConn's Title IX Coordinator is responsible for ensuring that all reports are addressed

Confidential Resources (On-Campus)

NOT required to report to OIE

Avery Point Mental Health Resource Center

Walk-in hours and by appointment

Branford House, Room 315
860.405.9044

Hartford Mental Health Resource Center

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

Hartford Times Building, Room 113
959.200.3869

School of Law Counseling Services

By appointment, Monday-Thursday

William F. Starr Hall, Room 109, Hartford
860.916.5243

Stamford Mental Health Resource Center

8:30 a.m. - 4:30 p.m., Monday-Friday

University Place, Stamford
203.251.9597

Waterbury Mental Health Resource Center

Walk-in hours and by appointment

99 East Main Street, Room 236, Waterbury
203.236.9817

Confidential employees are entitled under state law to have privileged communications.

More information related to employee reporting responsibilities can be found in the *Policy Against Discrimination, Harassment and Related Interpersonal Violence*.

Confidential Resources (Off-Campus)

NOT required to report to OIE

All services are free and confidential.

Connecticut Alliance to End Sexual Violence

Statewide Hotline: 1.888.999.5545 (24/7)

Spanish Hotline: 1.888.568.8332 (24/7)

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

Avery Point and Storrs-Mansfield Areas

Local Hotline: 860.456.2789

Sexual Assault Crisis Center of Eastern Connecticut

Hartford Area

Local Hotline: 860.547.1022

YWCA Sexual Assault Crisis Services

Stamford Area

Local Hotline: 203.329.2929

Center for Sexual Assault Crisis Counseling & Education

Waterbury Area

Local Hotline: 203.753.3613

Safe Haven of Greater Waterbury

Connecticut Coalition Against Domestic Violence

Statewide Hotline: 1.888.774.2900 (24/7)

Spanish Hotline: 1.844.831.9200 (24/7)

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

While an impacted individual's conversation with a University employee in non-confidential offices will be kept *private* (will not be shared unnecessarily with others), only conversations with either a confidential or exempt resource will not be reported to OIE (unless the impacted individual requests that the information be shared).

Non-Confidential Resources (On-Campus)

Required to report to OIE

Office of Student Services

- Explains the available resources and University investigation processes
- Assists with implementation of supportive measures, including academic and other concerns, modifications to class schedules, rescheduling exams, and more

You do not need to make a formal complaint or press charges to receive help and supportive measures from the Office of Student Services

Avery Point

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

Hartford

Associate Director of Student Services
Hartford Times Building, Room 127B
10 Prospect Street, Hartford
959.200.3836

School of Law

Assistant Dean of Students
Thomas J. Meskill Law Library, Room 221A
39 Elizabeth Street, Hartford
860.570.5244

Stamford

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

Waterbury

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

यदि आपने इनमें से किसी का सामना किया हो

यौन हमला, अंतरंग साथी की हिंसा, या छिपकर पीछा करना

तात्कालिक कदम

- **किसी सुरक्षित स्थान पर जाएं।** किसी दोस्त के कमरे, या कि परिसर के किसी खुले कार्यालय में।
- **अपने किसी भरोसेमंद को कॉल करें।** एक दोस्त, पारिवारिक सदस्य, या पीड़ितों का वकील अच्छे संसाधन हैं। आपको अकेले इसी पर गौर करने की जरूरत नहीं है।
- **सबूत सुरक्षित रखें।** यौन हमले के बाद, तब तक न नहाएं जब तक कि आपने इस पर विचार न कर लिया हो कि हमले के 120 घंटे के भीतर यौन हमले की मुफ्त फॉरेंसिक जांच करानी है या नहीं। आपको इसकी कोई जरूरत नहीं है कि कोई औपचारिक रिपोर्ट करें या कि यौन हमले के आरोपों की फॉरेंसिक जांच कराने का दबाव बनाएं। उन कपड़ों को किसी अखबार या कपड़े के थैले में (बिना धुले) सुरक्षित रखें, जिन्हें आपने पहन रखा था। यौन हमले, अंतरंग साथी की हिंसा, और/या छिपकर पीछा किए जाने के बाद, किसी भी क्षति या चोट का फोटो लें और संवाद से जुड़े अभिलेख (जैसे कि फोन संदेश, ईमेल, पत्र) अपने पास रखें।

24 घंटे में

- **सहायता मांगें।** आप समर्थन और सलाह के लिए शायद किसी वकील या परामर्शदाता की ओर रुख करना चाहें। वे आपसे अतिरिक्त सहायता सेवाओं और रिपोर्टिंग के लिए आपके विकल्पों के संबंध में बात करेंगे।
- **अनचाहे शारीरिक संपर्क के बाद चिकित्सा देखभाल प्राप्त करें।** कोई चिकित्सा प्रदाता शारीरिक चोट, यौन संचारित संक्रमण और गर्भावस्था की जांच और उपचार कर सकता है। आपको इसकी कोई जरूरत नहीं है कि कोई औपचारिक रिपोर्ट करें या कि चिकित्सा देखभाल प्राप्त करने के लिए आरोपों को लेकर दबाव बनाएं।

किसी भी समय

- **एक औपचारिक रिपोर्ट करने पर विचार करें।** आपको यह रिपोर्ट करने के लिए प्रोत्साहित किया जाता है कि पुलिस और यूनिवर्सिटी दोनों में क्या हुआ। आप तय कर सकते/सकती हैं कि आप किसी जांच प्रक्रिया में कितनी भागीदारी करना चाहेंगे/चाहेंगी।
- **UConn मदद कर सकती है।** परिसर आधारित संसाधन, जैसे कि छात्र सेवा कार्यालय (Office of Students Services), आपके आवास, कक्षाओं, काम और भी बहुत कुछ को लेकर आपकी मदद कर सकता है। आपको UConn से मदद और सहयोगी उपाय प्राप्त करने के लिए औपचारिक शिकायत करने की कोई जरूरत नहीं है।

सुरक्षित और सहयोगी समुदाय के लिए UConn की प्रतिबद्धता

UConn परिसर के वातावरण को यौन उत्पीड़न, अंतरंग साथी की हिंसा और छिपकर पीछा किए जाने से मुक्त बनाने और ऐसा बनाए रखने के लिए प्रतिबद्ध है। सभी रिपोर्टों को अत्यंत गंभीरता से लिया जाता है। रिपोर्ट करने वाले किसी भी व्यक्ति के खिलाफ प्रतिशोध की सख्त मनाही है।

भेदभाव, उत्पीड़न, और संबंधित पारस्परिक हिंसा के विरुद्ध नीति (नीति) में रिपोर्टिंग, परिसर तक पहुंच पाने और सामुदायिक संसाधनों, जांचों और भी बहुत कुछ के बारे में विस्तृत जानकारी शामिल है।

सहयोगी उपाय

इस ब्रोशर में सूचीबद्ध संसाधन सहयोगी उपायों की एक श्रृंखला के साथ मदद कर सकते हैं, जिनमें शामिल हैं लेकिन इन्हें तक सीमित नहीं: चिकित्सा और परामर्श सेवाएं; शैक्षणिक सहायता; अनुपस्थिति की छुट्टियां; काम करने/रहने की स्थितियों और कक्षा के कार्यक्रम (शेड्यूल) में संशोधन; परिवहन, वित्तीय मदद, वीजा और आव्रजन मुद्दों को लेकर सहायता; पारस्परिक यूनिवर्सिटी संपर्क-नहीं (नो-कॉन्टैक्ट) पत्रों को कानूनी जामा पहनाना; और कानूनी और पैरवी संबंधी सेवाओं के लिए रेफरल।

कर्मचारी रिपोर्टिंग

नीति के अंतर्गत, यौन हमले, अंतरंग साथी की हिंसा, या छिपकर पीछा किए जाने की रिपोर्ट देखने या प्राप्त करते वाले कर्मचारियों को यह घटना संस्थानिक समता कार्यालय (Office of Institutional Equity, OIE) को रिपोर्ट करनी होगी। अपवादों में शामिल हैं *नीति* में निर्धारित गोपनीय और अपवाद कर्मचारी, जैसे कि वे जो छात्र स्वास्थ्य और कल्याण में चिकित्सा और परामर्श सेवाओं में हैं।

संघीय क्लरी अधिनियम के अंतर्गत, कई कर्मचारियों का यह कर्तव्य भी होता है कि वे संघीय कानून के अंतर्गत अपराधों की रिपोर्ट UConn पुलिस विभाग को करें। उनकी पुलिस रिपोर्ट में दिनांक, समय, स्थान, और घटना की प्रकृति शामिल होगी।

संस्थानिक समता कार्यालय (Office of Institutional Equity) और पद IX समन्वयक

WOOD HALL, FIRST FLOOR
241 GLENBROOK ROAD, UNIT 4175
STORRS, CT 06269
860.486.2943

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UConn उन सभी लागू संघीय और राज्य कानूनों का अनुपालन करती है जो गैर-भेदभाव, समान अवसर, सकारात्मक कार्यवाही, विकलांग व्यक्तियों को उचित आवास प्रदान करने से संबंधित हैं। संपर्क: संस्थानिक समता कार्यालय (Office of Institutional Equity); (860) 486-2943; equity@uconn.edu;

8/2020

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यौन हमला अंतरंग साथी की हिंसा छिपकर पीछा करना

स्थानीय परिसर रिपोर्टिंग और संसाधन



यौन हमला* क्या है?

यौन हमले में सहमति के बिना यौन संपर्क और/या संभोग होता है। यौन हमला किसी पर भी हो सकता है, इसका लिंग से कोई संबंध नहीं है।

सहमति *क्या है?

सहमति सकारात्मक शब्दों या कार्यों का समझ में आने योग्य आदान-प्रदान है, जो कि यौन गतिविधि पर पारस्परिक रूप से सहमति होने की इच्छा को दर्शाता है। सहमति अवश्य ही सूचित, मुक्त और सक्रिय रूप से दी जानी चाहिए। यौन संलिप्तता के प्रत्येक चरण में स्पष्ट और सकारात्मक प्रतिक्रियाएं प्राप्त करना पहल करने वाले की जिम्मेदारी है। एक तरह की यौन गतिविधि (जैसे चुम्बन) के यह मायने नहीं है कि अन्य तरह की यौन गतिविधि (जैसे सेक्स) की सहमति है। नकारात्मक प्रतिक्रिया (रिस्पॉन्स) का अभाव सहमति नहीं है। कोई भी ऐसा व्यक्ति जो शराब और/या अन्य मादक द्रव्य (ड्रग्स) के नशे में है, चाहे इसका सेवन स्वेच्छिक रूप से या अनैच्छिक रूप से किया हो, सहमति नहीं दे सकता है। यौन गतिविधि के लिए पिछली सहमति का यह मायने नहीं है कि सहमति आगे भी जारी है।

अंतरंग साथी की हिंसा (IPV)* क्या है?

IPV में हिंसा का ऐसा कोई भी कार्य या हिंसा की धमकी वाला कार्य शामिल होता है जो यौन, डेटिंग, शादी, घरेलू या अन्य अंतरंग संबंधों में शामिल लोगों के बीच होता है। IPV में यौन हमला, छिपकर पीछा किया जाना और/या शारीरिक हमला शामिल है। IPV में भय और डरा करके किसी अन्य व्यक्ति पर सत्ता और नियंत्रण स्थापित करने के लिए प्रयुक्त व्यवहार का एक पैटर्न शामिल हो सकता है, या कि एक बार का आचरण शामिल हो सकता है। यह व्यवहार मौखिक, भावनात्मक, और/या शारीरिक हो सकता है।

छिपकर पीछा करना (स्टॉकिंग)* क्या है?

स्टॉकिंग का मतलब किसी खास व्यक्ति पर निर्देशित ऐसे आचरण में संलग्न होना है जो कि किसी ताकिक व्यक्ति में अपनी सुरक्षा या दूसरों की सुरक्षा के लिए डर उत्पन्न करेगा, या व्यक्ति के लिए काफी बड़े भावनात्मक संकट का कारण बनेगा। स्टॉकिंग में ऐसे अवांछित, बार-बार वाले, या संचयी व्यवहार शामिल हैं जिससे धमकाने, या किसी अन्य व्यक्ति को डराने के अलावा कोई अन्य उद्देश्य नहीं साधता।

titlex.uconn.edu

* कृपया ध्यान दें कि ये परिभाषाएं UConn की नीतियों में निहित हैं और किसी कानून प्रवर्तन की कार्यवाही में समान मानक लागू नहीं होते हैं।

रिपोर्टिंग और जांचें

आपको सहायता और जांच के लिए पुलिस तथा यूनिवर्सिटी दोनों को रिपोर्ट करने के लिए दृढ़तापूर्वक प्रोत्साहित किया जाता है। यूनिवर्सिटी की नीतियाँ और आचार संहिताओं का उल्लंघन करने वाले छात्र तथा कर्मचारी निष्कासन और/या सेवा-समाप्ति सहित अनुशासनात्मक कार्रवाई के विषयाधीन हो सकते हैं। आपको किसी जांच में आगे भाग लिए बगैर रिपोर्ट करने का अधिकार है।

UConn पुलिस विभाग

सप्ताह के सातों दिन/दिन के 24 घंटे

860.486.4800 | publicsafety.uconn.edu

- परिसर के भीतर अपराधों की सभी आपराधिक जांचों के लिए जिम्मेदार
- विशेष पीड़ित इकाई (Special Victims Unit) से एक अधिकारी को समूची जांच के दौरान प्राथमिक संपर्क के रूप में असाइन किया जाता है।
- परिसर के बाहर के अपराधों के लिए, जांच हेतु राज्य या स्थानीय पुलिस जिम्मेदार हैं

स्टॉर्स, 860.486.4800

126 North Eagleville Road, Storrs

Avery Point, 860.486.4800 Stone Cottage on the West Circle

Hartford, 860.486.4800

Hartford Times Building, Basement Floor

विधि विद्यालय (School of Law), 860.486.4800 Library Building, Room 346

Stamford, 860.486.4800 Stamford Campus, Room 142

Waterbury, 860.486.4800

UConn Campus Building, Ground Floor East Main Street, Waterbury

कनेक्टिकट राज्य पुलिस, 860.685.8190

सामुदायिक मानक कार्यालय (Office of Community Standards)

सुबह 8 - शाम 5 बजे तक, सोमवार – शुक्रवार

Wilbur Cross Building, Room 301 233 Glenbrook Road, Storrs

860.486.8402 | community.uconn.edu

- तब जांच करता है जब आरोपी व्यक्ति UConn का छात्र है या हो सकता है
- यूनिवर्सिटी से संपर्क-नहीं पत्रों (no-contact letters) को कानूनी जामा पहनाता है

संस्थानिक समता कार्यालय (Office of Institutional Equity) (OIE) और पद IX समन्वयक

सुबह 8 - शाम 5 बजे तक, सोमवार – शुक्रवार

Wood Hall, First Floor

241 Glenbrook Road, Storrs

860.486.2943 | titleix.uconn.edu

- तब जांच करता है जब आरोपी व्यक्ति UConn का कर्मचारी है
- UConn का पद IX समन्वयक इस बात के लिए जिम्मेदार है कि सभी रिपोर्टों का समाधान किया जाए

गोपनीय संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करने की आवश्यकता नहीं

एवरी पॉइंट मानसिक संसाधन केंद्र (Avery Point Mental Health Resource Center)

अनियत मुलाकात के घंटे और अपॉइंटमेंट के ज़रिए

Branford House, Room 315

860.405.9044

हार्टफर्ड मानसिक स्वास्थ्य संसाधन केंद्र (Hartford Mental Health Resource Center) सुबह 9:00 - शाम 4:30 बजे तक, सोमवार-शुक्रवार Hartford Times Building, Room 113 959.200.3869

विधि विद्यालय परामर्श सेवा (School of Law Counseling Services) अपॉइंटमेंट के ज़रिए, सोमवार-गुरुवार

William F. Starr Hall, Room 109, Hartford

860.916.5243

स्टैमफर्ड मानसिक स्वास्थ्य संसाधन केंद्र (Stamford Mental Health Resource Center) सुबह 8:30 - शाम 4:30 बजे तक, सोमवार-शुक्रवार University Place, Stamford

203.251.9597

वाटरबरी मेंटल हेल्थ रिसोर्स सेंटर अनियत मुलाकात के घंटे और अपॉइंटमेंट के ज़रिए

99 East Main Street, Room 236, Waterbury

203.236.9817

गोपनीय कर्मचारी राज्य के कानून के अंतर्गत विशेषाधिकार प्राप्त संचार प्राप्त करने के हकदार हैं।

कर्मचारी की रिपोर्टिंग जिम्मेदारियों से संबंधित और अधिक जानकारी *भेदभाव, उत्पीड़न और संबंधित पारस्परिक हिंसा के विरुद्ध नीति में पाई जा सकती है।*

गोपनीय संसाधन (परिसर के बाहर)

OIE को रिपोर्ट करने की आवश्यकता नहीं

सभी सेवाएं मुफ्त और गोपनीय हैं।

यौन हिंसा के खामते हेतु कनेक्टिकट अलायंस (Connecticut Alliance to End Sexual Violence) राज्यवार हॉटलाइन: 18.88.999.5545 (24/7) स्पेनिश हॉटलाइन: 1.888.568.8332 (24/7)

- संकट और अल्पकालिक परामर्श
- अस्पताल, पुलिस, और अदालती सहयोगी
- सूचना एवं सदर्थ सेवाएं, कानूनी सहायता सहित
- यौन हिंसा के जीवित बचे शिकारों के लिए सहायता

Avery Point and Storrs-Mansfield Areas स्थानीय

हॉटलाइन: 860.456.2789

ईस्टर्न कनेक्टिकट यौन हमला संकट केंद्र (Sexual Assault Crisis Center of Eastern Connecticut)

Hartford Area

स्थानीय हॉटलाइन: 860.547.1022

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

Stamford Area

स्थानीय हॉटलाइन: 203.329.2929

यौन आक्रमण संकट परामर्श एवं शिक्षा केंद्र (Center for Sexual Assault Crisis Counseling & Education)

Waterbury Area

स्थानीय हॉटलाइन: 203.753.3613

ग्रेटर वाटरबरी का सुरक्षित आश्रय (Safe Haven of Greater Waterbury)

घरेलू हिंसा के विरुद्ध कनेक्टिकट गठबंधन (Connecticut Coalition Against Domestic Violence) राज्यवार हॉटलाइन: 1.888.774.2900 (24/7) स्पेनिश हॉटलाइन: 18.44.831.9200 (24/7)

- घरेलू या डेटिंग संबंधी हिंसा के जीवित बचे शिकारों और छिपकर पीछा किए जाने के लिए सहायता

- 24-घंटे संकट परामर्श

हालांकि गैर-गोपनीय कार्यालयों में यूनिवर्सिटी के किसी कर्मचारी के साथ प्रभावित व्यक्ति की बातचीत को *निजी* (प्राइवेट) रखा जाएगा (अनावश्यक रूप से दूसरों के साथ साझा नहीं किया जाएगा), सिर्फ गोपनीय या फिर अपवाद वाले संसाधन के साथ वार्तालाप ही OIE को रिपोर्ट नहीं किए जाएंगे (जब तक कि प्रभावित व्यक्ति ही जानकारी को साझा करने का अनुरोध न करे)।

गैर-गोपनीय संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करना आवश्यक

छात्र सेवा कार्यालय

- उपलब्ध संसाधनों और यूनिवर्सिटी की जांच प्रक्रियाओं को स्पष्ट करता है
- शैक्षिक और अन्य चिंताओं, कक्षा कार्यक्रमों (क्लास शेड्यूल्स) में संशोधन, परीक्षाओं के कार्यक्रम का पुनर्निर्धारण और भी बहुत कुछ सहित सहयोगी उपायों के क्रियान्वयन को लेकर सहायता करता है

आपको छात्र सेवा कार्यालय (Office of Student Services) से मदद और सहयोगी उपाय प्राप्त करने के लिए औपचारिक शिकायत करने या आरोपों को लेकर दबाव बनाने की कोई ज़रूरत नहीं है।

Avery Point

छात्र सेवा निदेशक Branford House,

Room 306

1084 Shennecossett Road, Groton

860.405.9024

Hartford

छात्र सेवा एसोसिएट निदेशक Hartford Times

Building, Room 127B 10 Prospect Street,

Hartford 959.200.3836

विधि विद्यालय (School of Law)

छात्रों के सहायक डीन

थॉमस जे. मेस्किल विधि पुस्तकालय (Thomas J. Meskill Law Library), Room 221A 39 Elizabeth

Street, Hartford 860.570.5244

Stamford

छात्र सेवाएं निदेशक

Stamford Campus, Room 201 1

University Place, Stamford

203.251.8484

Waterbury

छात्र सेवा एसोसिएट निदेशक Waterbury

Campus, Room 228F

99 East Main Street, Waterbury

203.236.9871

如果你曾遭遇了

性侵犯、亲密伴侣暴力或跟踪骚扰

立即采取的步骤

- **前往安全的地方。** 朋友的房间或校园里任何开放的办公室
- **给你所信任的人打电话。** 朋友、家庭成员或受害人维权者都是可取的选择。你不必独自经历这事情。
- **保留证据。** 遭遇了性侵犯之后，你有120小时来决定是否去做免费的性侵犯法医检查，在此期间请勿淋浴。你无需正式举报或起诉，就可以做性侵犯法医检查。用纸袋或布袋保存当时穿着的衣服（未清洗）。遭遇性骚扰、亲密伴侣暴力和/或跟踪骚扰后，及时对任何受损害或损伤部位进行拍照，并保留通信记录（例如短信、电子邮件和信件）。

24小时内

- **寻找帮助。** 你也许想向维权机构或顾问寻求帮助和建议。他们会告诉你，你能获得哪些服务以及如何举报。
- **遭遇性侵犯后，请及时就医。** 医疗人员可以进行人身伤害、性传播感染和妊娠检查并治疗。你无需进行正式报告或起诉即可获得医疗服务。

任何时候

- **考虑写一份正式报告。** 我们鼓励你向警察和校方报告所发生的情况。参与任何调查过程的程度可以由你自己决定。
- **康涅狄格大学可以为你提供帮助。** 学校方面，例如学生办公室主任，可以帮你更换住所、课程、校内工作等。康涅狄格大学可为你提供的这些帮助，不需要你正式举报或起诉。

康涅狄格大学致力于创造和维护安全互助的社区

康涅狄格大学致力于创造和维护无任何形式性暴力、亲密伴侣暴力和跟踪骚扰的校园环境。学校将及时有效地处理相关举报。并严禁对任何举报者进行打击报复。

《反对歧视、骚扰及相关人际暴力政策》（该“政策”）包含有关报告、访问校园和社区资源、调查等详细信息。

支持措施

本手册中列出的资源为你提供了一系列的支持措施，包括但不限于：医疗和咨询服务；学术支持；休假；改进工作、生活状况和课程表；在交通、经济援助、签证和移民问题上提供帮助；发布彼此的大学禁止接触函；以及转介法律和辩护服务

员工举报

根据该“政策”，所有目睹或遭受性侵犯、亲密伴侣暴力或跟踪骚扰的雇员必须将该事件报告至机构公平办公室（OIE）。例外情况包括“政策”中定义的机密豁免员工，例如在学生健康和保健部门提供医疗咨询服务的雇员。

根据联邦《克莱里法案》，许多员工根据联邦法律，还有责任向联合国警察署报告犯罪行为。他们向警察举报的内容将包括事件的日期、时间、地点和性质。

UCONN 机构公平办公室和第九条协调员
UNIVERSITY OF CONNECTICUT

伍德大厅一楼

地址：241 GLENBROOK ROAD, UNIT 4175

STORRS, CT 06269

电话：860-486-2943

康涅狄格大学遵守以下有关方面所有适用联邦和州法律不歧视、机会均等、平权行动，并为残疾人提供合理的便利。联系方式：机构权益办公室：(860) 486-2943；
equity@uconn.edu；http://www.equity.uconn.edu。

2020年8月

UCONN
UNIVERSITY OF CONNECTICUT

性侵犯 亲密伙伴暴力跟踪骚扰

区域性校园 举报与帮助资源



什么是性侵犯*？

性侵犯包括未经同意而发生的性接触和/或性交。任何性别的人都可能遭受性侵犯。

什么是同意*？

同意是可以理解的肯定性词语或行为的交换，表示愿意参加双方共同同意的性活动。必须知情、自由和积极地给予同意。在性参与的每个阶段，发起者都有责任获得明确和肯定的回应。同意一种形式的性行为（如接吻）并不意味着同意其他形式的性行为（如性交）。没有否定的回应不表示同意。因自愿或非自愿饮酒和/或其他药物而丧失行为能力的个人不得表示同意。过去对性行为的同意并不意味着将来会继续同意。

什么是亲密伴侣暴力（简称“IPV”）*？

IPV包括在涉及或已经涉及性、约会、配偶、家庭或其他亲密关系的个人之间发生的任何暴力行为或威胁性暴力行为。IPV可能包括性侵犯、缠扰和/或身体攻击。IPV可能涉及一种通过恐惧和恐吓来建立权力和控制另一个人的行为模式，也可能涉及一次性行为。这种行为可以是言语、情感和/或身体行为。

什么是跟踪骚扰*？

跟踪骚扰是指针对特定个体的行为，会使理智的人担心自己的安全或他人的安全，或使个体遭受严重的情绪困扰。跟踪骚扰包括不想要的、重复的或累积的行为，除了威胁他人或使他人恐惧之外，没有其他目的。

报告与调查

我们坚决鼓励您向警察和校方举报来寻求帮助和调查。违反大学政策和行为守则的学生和雇员可能会受到纪律处分，包括开除和/或解雇。您有权举报，而无需进一步参与任何调查。

康涅狄格大学警察部门

每周7天，每天24小时

电话：860-486-4800 | 网址：publicsafety.uconn.edu

负责对校园内犯罪的所有刑事调查

- 在整个调查过程中，特别受害者小组的一名官员被指定了作为主要联系人
- 对于校外犯罪，州或地方警察负责调查

斯托斯 (Storrs)，860-486-4800
126 North Eagleville Road, Storrs
艾弗里点 (Avery Point)，860-486-4800
西环石屋 (Stone Cottage on the West Circle)

哈特福德 (Hartford)，860-486-4800
哈特福德时代大楼地下室层

法学院，860-486-4800
图书馆大楼346室

斯坦福德 (Stamford)，860-486-4800
斯坦福德校区142室

沃特伯里 (Waterbury)，860-486-4800
沃特伯里东大街一楼康涅狄格校园大楼

康涅狄格州警察，电话：860-685-8190

社区标准办公室

周一至周五上午8:00至下午5:00，
地址：Wilbur Cross Building, Room 301
233 Glenbrook Road, Storrs

电话：860-486-8402 | 网址：community.uconn.edu

- 调查时被告是或可能是康涅狄格大学的学生
- 发布大学禁止接触函

机构公平办公室 (OIE) 兼第九条协调员
周一至周五，上午8:00至下午5:00
地址：Wood Hall, First Floor
241 Glenbrook Road, Storrs
电话：860-486-2943 | 网址：titleix.uconn.edu
电子邮箱：equity@uconn.edu

- 调查时被告是或可能是康涅狄格大学雇员
- 康涅狄格大学第九条协调员的职责是确保所有举报得到处理。

机密资源（校园内）

无需向OIE报告
Avery Point精神卫生资源中心
工作时间预约

地址：Branford House, Room 315
电话：860-405-9044

Hartford精神卫生资源中心

周一至周五上午9:00至下午4:30

地址：Hartford Times Building, Room 113
电话：959-200-3869

法学院咨询服务

周一至周四预约
地址：William F. Starr Hall, Room 109, Hartford
电话：860-916-5243

Stamford精神卫生资源中心

周一至周五上午8:30至下午4:30
电话：203-251-9597

Waterbury精神卫生资源中心

工作时间预约
地址：99 East Main Street, Room 236, Waterbury
电话：203-236-9817

机密雇员根据州法律有权享有特权通讯。

有关员工举报责任的更多信息，请参见《禁止歧视、骚扰及相关人际暴力政策》。

机密资源（校园外）

无需向OIE报告
所有服务均免费且保密。

康涅狄格终结性暴力结盟
全州热线：1-888-999-5545（全天候）
西班牙语热线：1-888-568-8332（全天候）

- 危机和短期咨询
- 搭配医院、警察和法院
- 信息和转介服务，包括法律援助
- 为性暴力受害幸存者提供支持

Avery Point与Storrs-Mansfield地区
本地热线：860-456-2789
东康涅狄格州性侵犯危机中心

Hartford地区
本地热线：860-547-1022
YWCA性侵犯危机服务

Stamford地区
本地热线：203-329-2929
性侵犯危机咨询和教育中心

Waterbury地区
本地热线：203-753-3613
大沃特伯里避风港

康涅狄格州反对家庭暴力联盟
全州热线：1-888-774-2900（全天候）
西班牙语热线：1-844-831-9200（全天候）

- 为家庭暴力或约会暴力和跟踪骚扰的受害幸存者提供支持
- 24小时危机咨询

虽然受影响的个人与非机密办公室中的大学员工的对话将保持私密（不会与他人不必要地共享），但只有与机密或豁免资源的对话才不会报告给OIE（除非受影响的个人请求信息共享）。

非机密资源（校园内）

要求向OIE报告

学生服务办公室

- 解释可用资源和校方调查过程
- 协助实施支持性措施，包括学术和其他方面的问题，修改课程表，重新安排考试等

康涅狄格大学可为你提供的这些帮助，不需要你正式举报或起诉。

Avery Point
学生服务办主任
地址：Branford House, Room 306
1084 Shennecossett Road, Groton
电话：860-405-9024

哈特福德市 (Hartford)
学生服务办副主任
地址：Hartford Times Building, Room 127B
10 Prospect Street, Hartford
电话：959-200-3836

法学院
学生助理院长
地址：Thomas J. Meskill Law Library, Room 221A
39 Elizabeth Street, Hartford
电话：860-570-5244

斯坦福市 (Stamford)
学生服务办主任
地址：Stamford Campus, Room 201 1
University Place, Stamford
电话：203-251-8484

沃特伯里 (Waterbury)
学生服务办副主任
地址：Waterbury Campus, Room 228F
99 East Main Street, Waterbury
电话：203-236-9871

Si ha tenido alguna experiencia de Agresión Sexual, Violencia de Pareja Íntima o Acecho

Pasos Inmediatos

- **Vaya a un lugar seguro.** La habitación de una amistad o cualquier oficina abierta en el campus.
- **Llame a alguien de su confianza.** Un amigo, un familiar o un defensor de víctimas son buenos recursos. No tiene que pasar por esto solo.
- **Preserve las evidencias.** Después de la agresión sexual, no se duche hasta que considere si debe hacerse un examen forense de agresión sexual gratuito dentro de las 120 horas posteriores a la agresión. No necesita hacer un informe formal ni presentar cargos para someterse a un examen forense de agresión sexual. Guarde la ropa que llevaba puesta (sin lavar) en una bolsa de papel o tela. Después de una agresión sexual, violencia de pareja íntima y/o acecho, tome fotografías de cualquier daño o lesión y mantenga los registros de comunicación (por ej., mensajes de texto, correos electrónicos, cartas).
- **Dentro de las 24 Horas**
- **Busque apoyo.** Puede que desee recurrir a un defensor o consejero para obtener apoyo y consejo. Ellos hablarán con ud sobre sus opciones para recibir servicios de apoyo adicionales e informar.
- **Después de un contacto físico no deseado, obtenga atención médica.** Un proveedor médico puede buscar y tratar lesiones físicas, infecciones de transmisión sexual y embarazo. Usted no necesita hacer un informe formal ni presentar cargos para recibir atención médica.

En Cualquier Momento

- **Considere hacer una denuncia formal.** Se le anima a informar lo sucedido tanto a la policía como a la Universidad. Ud. puede decidir cuánto le gustaría participar en algún proceso de investigación.
- **UConn puede ayudarle.** Los recursos del campus, como la Oficina de Servicios Estudiantiles, pueden ayudarle con cambios en su vivienda, clases, trabajo y más. No es necesario presentar un informe formal ni presentar cargos para recibir ayuda y medidas de apoyo de UConn.

El Compromiso de UConn con una Comunidad Segura y Solidaria

UConn se compromete a crear y mantener un entorno de campus libre de toda forma de agresión sexual, violencia de pareja íntima y acecho. Todos los informes se toman con la mayor seriedad. Las represalias contra cualquier persona que presente una denuncia están estrictamente prohibidas.

La *Política contra la Discriminación, el Acoso y la Violencia Interpersonal* Relacionada (la Política) contiene información detallada sobre informes, acceso a recursos del campus y de la comunidad, investigaciones y más.

Medidas de Apoyo

Los recursos indicados en este folleto pueden ayudar con una variedad de medidas de apoyo, que incluyen, entre otras: servicios médicos y de asesoramiento; apoyo académico; permisos de ausencia; modificaciones a situaciones de trabajo/vida y horarios de clases; asistencia con asuntos de transporte, ayuda financiera, visas e inmigración; promulgación de cartas mutuas de no contacto de la Universidad; y referencias a servicios legales y de defensa.

Empleados Informando

Según la Política, los empleados que sean testigos o reciban un informe de agresión sexual, violencia de pareja íntima o acecho deben informar el incidente a la Oficina de Equidad Institucional (OIE). Las excepciones incluyen empleados confidenciales y exentos, según se define en la Política, como aquellos en servicios médicos y de consejería en Salud y Bienestar Estudiantil. Según la Ley Clery federal, muchos empleados también tienen el deber bajo la ley federal de informar los delitos al Departamento de Policía de UConn. Su informe a la policía incluirá la fecha, hora, lugar y naturaleza del incidente.

Oficina de Equidad
Institucional y del Coordinador
del Título IX
WOOD HALL, PRIMER PISO
241 GLENBROOK ROAD, OFIC. 4175
STORRS, CT 06269
860.486.2943

UConn cumple con todas las leyes federales y estatales aplicables sobre discriminación, igualdad de oportunidades, acción afirmativa y proporciona adaptaciones razonables para personas con discapacidades. Contacto: Oficina de Equidad Institucional (860) 486-2943; equity@uconn.edu;

<http://www.equity.uconn.edu>

8/2020

UConn
UNIVERSITY OF CONNECTICUT

Agresión Sexual Acoso por Violencia de Pareja Íntima

Campus Regional Denuncias y Recursos



¿Qué es Agresión Sexual?*

La agresión sexual consiste en el contacto sexual y/o las relaciones sexuales que ocurren sin consentimiento. La agresión sexual puede sucederle a cualquier persona, independientemente del género.

¿Qué es el Consentimiento?*

El consentimiento es un intercambio comprensible de palabras o acciones afirmativas, que indican la voluntad de participar en una actividad sexual mutuamente acordada. El consentimiento tiene que informarse y otorgarse libre y activamente. Es responsabilidad del iniciador obtener respuestas claras y afirmativas en cada etapa de la participación sexual. El consentimiento a una forma de actividad sexual [como besar] no implica el consentimiento a otras formas de actividad sexual [como el acto sexual]. La falta de una respuesta negativa no es un consentimiento. Una persona que esté incapacitada por el alcohol y/u otras drogas consumidas voluntaria o involuntariamente, no puede dar su consentimiento. Un consentimiento dado en el pasado para una actividad sexual, no implica un consentimiento continuo futuro.

¿Qué es Violencia de Pareja Íntima (IPV)?*

La IPV incluye cualquier acto de violencia o amenaza de acto de violencia que ocurra entre personas que están o han estado involucradas en una relación sexual, de citas, conyugal, doméstica u otra relación íntima. La IPV puede incluir agresión sexual, acecho y/o agresión física. La IPV puede involucrar un patrón de comportamiento usado para establecer poder y control sobre otra persona a través del miedo y la intimidación, o puede involucrar una conducta única. Este comportamiento puede ser verbal, emocional y/o físico.

¿Qué es el Acecho?*

Acecho significa participar en una conducta dirigida a un individuo específico, que causa que una persona razonable tema por su seguridad o por la seguridad de otros, o que la persona sufra una considerable angustia emocional. El acecho incluye comportamientos no deseados, repetidos o acumulativos que no tienen otro propósito que el de amenazar o causar temor a otra persona.

titleix.uconn.edu

*Tenga en cuenta que estas definiciones están incluidas en las políticas de UConn y no son el mismo estándar que se aplica en un procedimiento policial.

Informes e Investigaciones

Se le recomienda encarecidamente que presente un informe tanto a la policía como a la Universidad para obtener ayuda e investigación. Los estudiantes y empleados que violen las políticas de la Universidad y los códigos de conducta pueden estar sujetos a medidas disciplinarias que pueden incluir la expulsión y/o el despido. **Ud. tiene derecho a informar sin más participación en ninguna investigación.**

Departamento de Policía de UConn

24 horas al día, 7 días de la semana

860.486.4800 | publicsafety.uconn.edu

- Responsable de todas las investigaciones penales por delitos cometidos en el campus.
- Se asigna un oficial de la Unidad de Víctimas Especiales como contacto principal durante toda la investigación.
- Para delitos fuera del campus, la policía estatal o local es responsable de investigar.

Storrs, 860.486.4800

126 North Eagleville Road, Storrs

Avery Point, 860.486.4800

Stone Cottage en West Circle

Hartford, 860.486.4800

Edificio de Hartford Times, Sótano

Escuela de Leyes, 860.486.4800

Edificio de la Biblioteca, Oficina 346

Stamford, 860.486.4800

Stamford Campus, Oficina 142

Waterbury, 860.486.4800

Edificio del UConn Campus, Planta Baja

East Main Street, Waterbury

Policía Estatal de Connecticut, 860.685.8190

Oficina de Estándares Comunitarios

8 a.m. – 5 p.m., Lunes – Viernes

Edificio Wilbur Cross, Oficina 301

233 Glenbrook Road, Storrs

860.486.8402 | community.uconn.edu

- Investiga cuando el individuo acusado es o puede ser un estudiante de UConn
- Promulga cartas universitarias sin contacto.

Oficina de Equidad Institucional (OIE) y del Coordinador del Título IX

8 a.m. – 5 p.m., Lunes – Viernes

Wood Hall, Primer Piso

241 Glenbrook Road, Storrs

860.486.2943 | titleix.uconn.edu

- Investiga cuando la persona acusada es un empleado de UConn
- El Coordinador del Título IX de UConn es responsable de garantizar que se atiendan todos los informes

Recursos Confidenciales (En el Campus)

NO se requiere informar a la OIE

Centro de Recursos de Salud Mental de Avery Point

Horarios sin cita previa y con cita

Casa Branford, Oficina 315

860.405.9044

Centro de Recursos de Salud Mental de Hartford

9:00 a.m. - 4:30 p.m., Lunes-Viernes

Edificio de Hartford Times, Oficina 113

959.200.3869

Servicios de Consejería de la Escuela de Leyes

Por cita, Lunes-Jueves

William F. Starr Hall, Oficina 109, Hartford

860.916.5243

Centro de Recursos de Salud Mental de Stamford

8:30 a.m. - 4:30 p.m., Lunes-Viernes

University Place, Stamford

203.251.9597

Centro de Recursos de Salud Mental de Waterbury

Horarios sin cita previa y con cita

99 East Main Street, Oficina 236, Waterbury

203.236.9817

Los **Empleados Confidenciales** tienen derecho, según la ley estatal, a tener comunicaciones privilegiadas. Puede encontrar más información sobre las responsabilidades de informar de los empleados en la *Política contra la Discriminación, el Acoso y lo Relacionado con la Violencia Interpersonal*.

Recursos Confidenciales (Fuera del Campus)

NO se requiere informar a la OIE

Todos los servicios son gratuitos y confidenciales.

Alianza de Connecticut para Poner Fin a la Violencia Sexual

Línea Directa Estatal: 1.888.999.5545 (24/7)

En Español: 1.888.568.8332 (24/7)

- Crisis y consejería a corto plazo
- Acompaña a hospital, policial y judicial
- Información y servicios de referido, incluida asistencia legal
- Apoyo a víctimas sobrevivientes de violencia sexual

Áreas de Avery Point y Storrs-Mansfield

Línea Directa Local: 860.456.2789

Centro de Crisis de Agresión Sexual del Este de CT

Área de Hartford

Línea Directa Local: 860.547.1022

Servicios de Crisis de Agresión Sexual de YWCA

Área de Stamford

Línea Directa Local: 203.329.2929

Centro de Consejería y Educación por Crisis de Asalto Sexual

Área de Waterbury

Línea Directa Local: 203.753.3613

Refugio Seguro del Greater

Waterbury

Coalición de Connecticut contra la Violencia Doméstica

Línea Directa Estatal: 1.888.774.2900 (24/7)

Línea en Español: 1.844.831.9200 (24/7)

- Apoyo para víctimas-sobrevivientes de violencia doméstica o de pareja y acoso. 24-horas de crisis de consejería

Si bien la conversación de una persona afectada con un empleado de la Universidad en oficinas no confidenciales se mantendrá en privado (no se compartirá innecesariamente con otros), solo las conversaciones con un recurso confidencial o exento no se informarán a la OIE (a menos que la persona afectada solicite que la información sea compartida).

Recursos No Confidenciales (En el Campus)

Se requiere informar a la OIE

Oficina de Servicios Estudiantiles

- Explica los recursos disponibles y los procesos de investigación de la Universidad.
- Ayuda con la implementación de medidas de apoyo, incluidas las inquietudes académicas y de otro tipo, modificaciones a los horarios de clases, reprogramación de exámenes y más.

No es necesario presentar una queja formal ni presentar cargos para recibir ayuda y medidas de apoyo de la Oficina de Servicios Estudiantiles.

Avery Point

Director de Servicios Estudiantiles

Branford House, Oficina 306

1084 Shennecossett Road, Groton

860.405.9024

Hartford

Director Asociado de Servicios Estudiantiles

Edificio de Hartford Times, Oficina 127B

10 Prospect Street, Hartford 959.200.3836

Escuela de Leyes

Decano Asistente de Estudiantes

Thomas J. Meskill Law Library, Oficina 221A

39 Elizabeth Street, Hartford 860.570.5244

Stamford

Director de Servicios Estudiantiles

Stamford Campus, Oficina 201 1

University Place, Stamford

203.251.8484

Waterbury

Director Asociado de Servicios Estudiantiles

Waterbury Campus, Oficina 228F

99 East Main Street, Waterbury

203.236.9871

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

Immediate Steps

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

Within 24 Hours

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

At Any Time

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

UConn's Commitment to a Safe and Supportive Community

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

The *Policy Against Discrimination, Harassment, and Related Interpersonal Violence (the Policy)*, contains detailed information about reporting, accessing campus and community resources, investigations, and more.

Supportive Measures

The resources listed in this brochure can help with a range of supportive measures, including but not limited to: medical and counseling services; academic support; leaves of absence; modifications to working/living situations and class schedules; assistance with transportation, financial aid, visa, and immigration issues; enacting mutual University no-contact letters; and referrals to legal and advocacy services.

Employee Reporting

Under the Policy, employees who witness or receive a report of sexual assault, intimate partner violence or stalking must report the incident to the Office of Institutional Equity (OIE). Exceptions include confidential and exempt employees as defined in this brochure and in the Policy. Under the Clery Act, many employees also have a duty under federal law to report crimes to UConn Police. Their report to police will include the date, time, place, and nature of the incident.

**UConn
HEALTH**

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

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

9/2020

**UConn
HEALTH**

Sexual Assault Intimate Partner Violence Stalking Reporting and Resources



What is Sexual Assault*?*

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

What is Consent*?*

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

What is Intimate Partner Violence (IPV)*?*

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include Sexual assault, Stalking, and/or physical assault. IPV may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. This behavior can be verbal, emotional, and/or physical.

What is Stalking*?*

Stalking means engaging in a course of conduct directed at a specific individual that would cause a reasonable person to fear for their safety or the safety of others, or for the individual to suffer substantial emotional distress. Stalking includes unwanted, repeated, or cumulative behaviors that serve no purpose other than to threaten, or cause fear for another individual.

titleix.uconn.edu

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

Reporting and Investigations

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

You do not need to make a formal complaint to receive support and resources from UConn.

UConn Police Department

Available 24 hours a day, 7 days a week

publicsafety.uconn.edu
860.486.4800 | Emergency Dial 911

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

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

8 a.m. - 5 p.m., Monday - Friday

16 Munson Road, Fourth Floor
860.679.3563 | equity@uconn.edu | titleix.uconn.edu

- Investigates when the accused individual is a UConn employee
- UConn's Title IX Coordinator is responsible for ensuring that all reports are addressed

The Office of Community Standards

8 a.m. - 5 p.m., Monday - Friday

Wilbur Cross Building, Room 301
860.486.8402 | community.uconn.edu

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

Confidential Resources (On-Campus)

NOT required to report to OIE

Student Resources

Student Behavioral Health Service

195 Farmington Avenue, Suite 2000, Office 2001
860.679.5434

health.uconn.edu/student-affairs

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

Appointment Hours:

2:00 - 7:30, Monday | 2:00 - 6:00, Tuesday
3:00 - 7:00, Wednesday | 1:00 - 5:00, Thursday
1:00 - 3:00, Friday

Resident & Employee Resources

Employee Assistance Program

195 Farmington Avenue, Suite 2000
860.679.2877 | uchc_eap@uchc.edu
Toll free 800.852.4392

Behavioral Health Providers

health.uconn.edu/graduate-medical-education

- Psychiatrists and APRNs are available to counsel Capital Health Area Consortium (CAHC) residents/fellows at no cost

Occupational Medicine

Main Building, Ground Floor, Room CG228
860.679.2893 | occmedehs@uchc.edu

Confidential employees are entitled under state law to have privileged communications.

Exempt employees are not required to report information to the University with some narrow exceptions.

More information related to employee reporting responsibilities can be found in the *Policy Against Discrimination, Harassment and Related Interpersonal Violence*.

Confidential Resources (Off-Campus)

NOT required to report to OIE

All services are free and confidential

Connecticut Alliance to End Sexual Violence

Statewide Hotline: 1.888.999.5545 (24/7)

Spanish Hotline: 1.888.568.8332 (24/7)

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

Hartford Area - Local Hotline: 860.547.1022

YWCA Sexual Assault Crisis Services

New Britain Area - Local Hotline: 860.223.1787

YWCA Sexual Assault Crisis Services

Middletown Area - Office: 860.344.1474

Women and Families Center

Storrs-Mansfield Area - Local Hotline: 860.456.2789

Sexual Assault Crisis Center of Eastern Connecticut

Connecticut Coalition Against Domestic Violence

Statewide Hotline: 1.888.774.2900 (24/7)

Spanish Hotline: 1.844.831.9200 (24/7)

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

Hartford Area - Local Hotline: 860.527.0550

Interval House

New Britain Area - Local Hotline: 860.225.6357

Prudence Crandall Center

While an impacted individual's conversation with a University employee in non-confidential offices will be kept private (will not be shared unnecessarily with others), only conversations with either a confidential or exempt resource will not be reported to OIE (unless the impacted individual requests that the information be shared).

Non-Confidential Resources (On-Campus)

Required to report to OIE

Student Resources

Each of the offices below can provide supportive measures and resources, and connect you to the Title IX Coordinator

Medical Student Affairs

medicine.uconn.edu
860.679.7599

Dental Student Affairs

dentalmedicine.uconn.edu
860.679.2304

The Graduate School

health.uconn.edu/graduate-school
860.679.3849

Resident Resources*

Graduate Medical Education Office

health.uconn.edu/graduate-medical-education
860.679.2147

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

Reporting Hotline: 860.679.4353

Online Reporting Form:

health.uconn.edu/graduate-medical-education

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

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

Exempt Resources (On-Campus)

NOT required to report to OIE

Student, Resident & Employee Resources

UConn Health Ombuds Office

Connecticut Tower, 6th Floor, Room H6001
860.679.5061 | ombuds.uconn.edu

VIII. Attachment

**Selected Awareness
and Response Materials**

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

► DEFINITIONS

Responsible Employee

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

Confidential Employee

Any employee who is entitled under state law to have privileged communications. Some Student Health and Wellness staff 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 Group A Offenses to the UConn Police Department. CSAs generally include individuals with significant responsibility for campus security or student and campus activities.

To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office 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 **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including titleix.uconn.edu. *"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 courses, work or living situations."*
- **Report the information to OIE.** *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

What NOT to do

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

Offices to Contact

Contact OIE at 860.486.2943, equity@uconn.edu or complete the online form found at equity.uconn.edu/reporting-form as soon as possible to make a report (within 24 hours of receiving a disclosure).

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

In addition, bear in mind that employees who are **Campus Security Authorities (CSAs)** also have a duty to report crimes to the UConn Police Department in addition to reporting to OIE.

What Happens Next?

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

Reporting Sexual Harassment

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

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

CONFIDENTIAL Support Resources (Storrs Campus)

Student Health and Wellness

Visit studenthealth.uconn.edu for more information and office hours.

Medical Care

Advice Nurse on call 24/7: 860.486.4700*

Hilda May Williams Building

234 Glenbrook Road, Storrs

860.486.2719 (Appointment Desk)

**During the fall and spring semesters*

Mental Health

Therapist on call 24/7: 860.486.4705*

Arjona Building

337 Mansfield Road, Storrs

**During semester and summer breaks, Emergency*

Services available 8:30 a.m.-4:30 p.m. Monday-Friday

NON-CONFIDENTIAL Support Resources (Storrs Campus)

Dean of Students Office

860.486.3426; dos@uconn.edu

8:00 a.m. – 4:30 p.m., Monday – Friday

Wilbur Cross Building, 2nd Floor

233 Glenbrook Road, Storrs

Department of Residential Life

860.933.2220; reslife.uconn.edu

Whitney Hall, Garden Level

1346 Storrs Road, Storrs

Residential Life Staff on call 24/7

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

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

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

Connecticut Coalition Against Domestic Violence

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

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

EXEMPT Resources

(NOT required to report to OIE)

Cultural Centers

8 a.m. - 5 p.m., Monday - Friday

Student Union, Fourth Floor

- **African American Cultural Center**
aacc.uconn.edu
- **Asian American Cultural Center**
asacc.uconn.edu
- **Puerto Rican Latin American Cultural Center**
latinx.uconn.edu
- **Rainbow Center**
rainbowcenter.uconn.edu
- **Women's Center**
860-486-4738;
womenscenter.uconn.edu
- **In-Power Support Group**
Contact In-Power@uconn.edu
for meeting times

Ombuds Office

(860) 486-5143;

ombuds.uconn.edu

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

9/2020

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

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

► DEFINITIONS

Responsible Employee

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

Confidential Employee

Any employee who is entitled under state law to have privileged communications. Some Student Health and Wellness staff 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 Group A Offenses to the UConn Police Department. CSAs generally include individuals with significant responsibility for campus security or student and campus activities.

To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office 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 calling **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including titleix.uconn.edu. *“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 860.486.2943 as soon as possible to make a report (within 24 hours of receiving a disclosure).

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

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

What Happens Next?

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

Reporting Sexual Harassment

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

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

CONFIDENTIAL Support Resources (Stamford Campus)

Stamford Mental Health Resource Center

203.251.9597

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

1 University Place, Room 213

Stamford, CT 06901

Campus Support Resources (Stamford Campus)

Office of Student Services

203.251.8484

stamfordstudentlife.uconn.edu

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

1 University Place, Room 201

Stamford, CT 06901

Stamford Residential Life

203.251.8582

Residence Hall, 1st Floor

900 Washington Blvd, Stamford

RA's and HD on call 24/7 during academic year

Women's Gender and Sexuality Studies Center

stamfordwomenscenter@gmail.com

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

1 University Place, Room 311

Stamford, CT 06901

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

Statewide Hotline: 1.888.999.5545 (24/7)

Spanish Hotline: 1.888.568.8332 (24/7)

Connecticut Coalition Against Domestic Violence

Statewide Hotline: 1.888.774.2900 (24/7)

Spanish Hotline: 1.844.831.9200 (24/7)

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

9/2020

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

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

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Confidential Employee

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Exempt Employee

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Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and Group A Offenses to the UConn Police Department. CSAs generally include individuals with significant responsibility for campus security or student and campus activities.

To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office 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 calling **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
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Offices to Contact

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

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

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Hartford Campus Confidential Support Resources

Mental Health Resource Center

Case Manager: Bryan Hall, LCSW
Hartford Times Building, Room 113
959.200.386

Hartford Campus Support Resources

Student Services Office

959.200.3836
9:00 a.m. – 5:00 p.m., Monday – Friday
Hartford Times Building, Room 127B

Campus Police

860.486.4800

Storrs Campus Support Resources

Dean of Students Office

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

Women's Center (Exempt Resource)

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

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

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

Connecticut Coalition Against Domestic Violence

Statewide Hotline: **1.888.774.2900 (24/7)**
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Law School Confidential Support Resources

School of Law Counseling Services

William F. Starr Hall, Room 109
860.916.5243

Available by Appointment, Monday - Friday

Law School Campus Support Resources

Student Services Office

860.570.5244; law.studentservices@uconn.edu
9:00 a.m. – 5:00 p.m., Monday – Friday
Thomas J. Meskill Law Library, Room 221A

Campus Police

860.486.4800

Storrs Campus Support Resources

Women's Center (Exempt Resource)

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

Confidential Advocacy (Off-Campus)

Lawyers Concerned for Lawyers Connecticut

1.800.497.1422 24/7 Confidential Hotline
2080 Silas Deane Highway, Rocky Hill
lclct.org

Connecticut Alliance to End Sexual Violence

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

Connecticut Coalition Against Domestic Violence

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

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

9/2020

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

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

► DEFINITIONS

Responsible Employee

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

Confidential Employee

Any employee who is entitled under state law to have privileged communications. Some Student Health and Wellness staff 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 Group A Offenses to the UConn Police Department. CSAs generally include individuals with significant responsibility for campus security or student and campus activities.

To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office 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 calling **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including titleix.uconn.edu. *“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 860.486.2943 as soon as possible to make a report (within 24 hours of receiving a disclosure).

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

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

What Happens Next?

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

Reporting Sexual Harassment

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

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

Avery Point Campus Confidential Support Resources

Avery Point Case Manager

860.405.9044

Branford House, Room 315

Walk-in hours and by appointment

Avery Point Campus Support Resources

Student Services Office

860.405.9024

Branford House, Room 306

8:30 a.m. – 4:30 p.m., Monday – Friday

Campus Police

860.486.4800

Storrs Campus Support Resources

Dean of Students Office

860.486.3426; dos@uconn.edu

8:00 a.m. – 4:30 p.m., Monday – Friday

Wilbur Cross Building, 2nd Floor

233 Glenbrook Road, Storrs

Women's Center (Exempt Resource)

860-486-4738; womenscenter.uconn.edu

8:00 a.m. – 5:00 p.m., Monday – Friday

2110 Hillside Road, Storrs

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

Statewide Hotline: 1.888.999.5545 (24/7) Spanish

Hotline: 1.888.568.8332 (24/7)

Connecticut Coalition Against Domestic Violence

Statewide Hotline: 1.888.774.2900 (24/7)

Spanish Hotline: 1.844.831.9200 (24/7)

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

9/2020

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

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► DEFINITIONS

Responsible Employee

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

Confidential Employee

Any employee who is entitled under state law to have privileged communications. Some Student Health and Wellness staff 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 Group A Offenses to the UConn Police Department. CSAs generally include individuals with significant responsibility for campus security or student and campus activities.

To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office 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 **UConn Police**. The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices — that will be their decision.
- Address any **medical concerns**. Inform the student of the importance of **preserving evidence**. A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both **police** and **OIE** themselves.
- Connect the student to **resources** (see reverse), including titleix.uconn.edu. *“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 860.486.2943 as soon as possible to make a report (within 24 hours of receiving a disclosure).

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

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

What Happens Next?

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

Reporting Sexual Harassment

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

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

CONFIDENTIAL Support Resource (Waterbury Campus)

Waterbury Mental Health Resources

Case Manager: Claudia Pina, LCSW, LADC
Waterbury Campus, 2nd Floor, Room 236
Claudia.Pina@uconn.edu
203.236.9817

EXEMPT Support Resource (Storrs Campus)

Women's Center

Storrs Campus; Student Union, Fourth Floor
womenscenter.uconn.edu | womenscenter@uconn.edu
860.486.3748

In Power Support Group

Contact In-Power@uconn.edu for meeting times and information

Campus Support Resource (Waterbury Campus)

Office of Student Services

Kelly Bartlett, Associate Director
Student Services Suite, 2nd Floor, Room 228F
Kelly.Bartlett@uconn.edu
203.236.9871

Support Resource (Storrs Campus)

Dean of Students Office

dos.uconn.edu
Storrs Campus; Wilbur Cross Building
860.486.3426

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

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

Connecticut Coalition Against Domestic Violence

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

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

9/2020

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

IX. Attachment

**Prevention, Awareness
and Risk Reduction
Programs**

2020 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 2020.

Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S), Sexual Harassment (SH), Sexual Exploitation (SE), Sexual and Gender Based Violence (S/GBV)

Primary: New employees/students; Ongoing: throughout the year

ASIAN AMERICAN CULTURAL CENTER

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
2/28/2020	Sexual Harassment Education and Prevention	Asian American Cultural Center Student Staff	SH	Primary	Students	Women's Center
8/14/2020	Title IX and Protect Our Pack	AMP Mentors	SA; DaV; DoV; S	Ongoing	Students	Dean of Students Office
8/14/2020	Title IX and Protect Our Pack	Sigma Gamma Rho Sorority	SA; DaV; DoV; S	Ongoing	Students	Dean of Students Office

CENTER FOR FRATERNITY & SORORITY DEVELOPMENT

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
2/24/2020	Title IX Training	Kappa Alpha Theta	DaV, SA, S, SE	Ongoing	Students	Office of Institutional Equity
10/6/2020	Many phases of Intimacy	Sorority Women Lambda Theta Alpha & Mu Sigma Upsilon	SA; DaV; S	Ongoing	Students	Women's Center
10/29/2020	Title IX and Protect Our Pack	Sigma Gamma Rho Sorority	SA; DaV; DoV; S	Ongoing	Students	Dean of Students Office
11/1/2020	Greeks Against Sexual Assault (GASA) Workshop	Pi Kappa Phi fraternity members	SA; S/GBV	Ongoing	Students	Women's Center
11/9/2020	Greeks Against Sexual Assault (GASA) Workshop	Kappa Alpha Theta sorority, Storrs campus	SA; S/GBV	Ongoing	Students	Women's Center

COLLEGE OF LIBERAL ARTS AND SCIENCES (CLAS)

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
2/28/2020	Title IX: Scope, Evolution, and Present Day Application	Gender & Violence Lecture	DoV, DaV, SA, S	Ongoing	Students	Office of Institutional Equity
9/22/2020	Consent 201	Psychology Learning Community	SA; S/GBV; DaV	Ongoing	Students	Women's Center
9/22/2020	Consent 201	Psychology Learning Community	SA	Ongoing	Students	Women's Center
11/12/2020	STEMinist in the Academy – The intersections of identity and power on departmental climate	Ecology and Evolutionary Biology (EEB) Graduate Student Luncheon	S/GBV	Ongoing	Students	Women's Center
11/12/2020	STEMinist in the Academy – The intersections of identity	Ecology and Evolutionary Biology (EEB)	S/GBV	Ongoing	Students	Women's Center

	and power on departmental climate	Graduate Student Luncheon				
11/12/2020	STEMinist in the Academy – The intersections of identity and power on departmental climate	Ecology and Evolutionary Biology (EEB) Graduate Student Luncheon	S/GBV	Ongoing	Employees	Women's Center

DEAN OF STUDENTS OFFICE/PACK LEADERS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
2/3/2020	Protect Our Pack: Pack Leader Training	Undergraduate Students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office

DEPARTMENT OF PUBLIC POLICY

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
8/27/2020	Office of Institutional Equity at UConn Health Policies, Resources and Reporting	New students, orientation	SA; DaV; DoV; S	Ongoing	Employees	Office of Institutional Equity

DINING SERVICES

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
1/16/2020	Diversity and Sexual Harassment Prevention Training	Dining Services Employees	SH	Primary	Employees	External Facilitator

DIVISION OF ATHLETICS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
1/28/2020	Title IX: Response, Reporting & Resources	Swimming & Diving Coaching Staff	DoV, DaV, SA, S	Ongoing	Employees	Office of Institutional Equity
3/11/2020	Title IX: Response, Reporting & Resources	Women's Soccer Team	DaV, SA, S, SE	Ongoing	Students	Office of Institutional Equity
Spring 2020	One Love De-escalation Workshop	Women's Lacrosse	DaV; DoV	Ongoing	Students	External Facilitator; Division of Athletics
10/29/2020	Title IX/Office of Institutional Equity Refresher	Field Hockey Head Coach	SA; DaV; DoV; S	Primary	Employees	Office of Institutional Equity
10/29/2020	Title IX/Office of Institutional Equity Refresher	Soccer Coaches	DoV; DaV; SA; S	Ongoing	Employees	Office of Institutional Equity
11/12/2020	Title IX Resources & Reporting	Men's Ice Hockey Staff	DoV; DaV; SA; S	Ongoing	Employees	Office of Institutional Equity

FIRST YEAR AND NEW STUDENTS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
1/7/2020	Campus Safety Overview	New students	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department

1/9/2020	Title IX and Protect Our Pack - Winter Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/9/2020	Title IX and Protect Our Pack - Winter Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/9/2020	Title IX and Protect Our Pack - Winter Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/9/2020	Title IX and Protect Our Pack - Winter Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/13/2020	Campus Safety Overview	New students	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
1/14/2020	Campus Safety Overview	New students	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
1/15/2020	Campus Safety Overview	New students	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
1/16/2020	Campus Safety Overview	New students	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
1/17/2020	Campus Safety Overview	New students	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
1/17/2020	Campus Safety Overview	International Student Orientation	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
1/20/2020	Title IX and Protect Our Pack - Winter Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/20/2020	Title IX and Protect Our Pack - Winter Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/20/2020	Title IX and Protect Our Pack - Winter Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/20/2020	Title IX and Protect Our Pack - Winter Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/20/2020	Title IX and Protect Our Pack – Exchange Student Orientation	Undergraduate, graduate and international students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
1/20/2020	Campus Safety Overview	New students	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
1/20/2020	Campus Safety Overview	International Student Orientation	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
3/5/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
3/9/2020	Consent 201	UNIV First Year Students	SA; SH	Primary	Students	Women's Center
3/10/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
8/3/2020	Title IX and Protect Our Pack – Summer Orientation	New, first-year and transfer students	SA; DaV; DoV; S	Primary	Students	Dean of Students Office

8/24/2020	Campus Safety Overview	New students	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
9/15/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/15/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/16/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/16/2020	Consent 201	UNIV First Year Students	SA; S/GBV; DaV	Primary	Students	Women's Center
9/16/2020	Consent 201	UNIV First Year Students	SA; S/GBV; DaV; SE	Primary	Students	Women's Center
9/17/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/17/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/18/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/21/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/21/2020	Consent 201	UNIV First Year Students	SA; DaV	Primary	Students	Women's Center
9/22/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/23/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/23/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/24/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/24/2020	Consent 201	UNIV First Year Students	S/GBV; SE	Primary	Students	Women's Center
9/28/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/28/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/28/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/28/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/28/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/28/2020	Consent 201	UNIV First Year Students	S/GBV; SE	Primary	Students	Women's Center

9/28/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/28/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/28/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/28/2020	Consent 201	International FYE Students	SA; S/GBV; DaV; SE	Primary	Students	Women's Center
9/29/2020	Consent 201	International FYE Students	SA; S/GBV; DaV; SE	Primary	Students	Women's Center
9/29/2020	Consent 201	UNIV First Year Students	SA; S/GBV; DaV	Primary	Students	Women's Center
9/29/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/29/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/30/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/30/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
9/30/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/30/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
9/30/2020	Consent 201	UNIV First Year Students	SA; SE; DaV; S/GBV	Primary	Students	Women's Center
10/1/2020	Consent 201	Regional Campus FYE Students	SA; S/GBV; DaV; SE	Primary	Students	Women's Center
10/1/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/1/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/2/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/2/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/2/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/2/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/5/2020	Consent 201	Domestic, non-regional FYE Students	SA; S/GBV; DaV; SE	Primary	Students	Women's Center
10/5/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center

10/5/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/6/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/6/2020	Consent 201	UNIV First Year Students	SA; S/GBV; DaV	Primary	Students	Women's Center
10/6/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/6/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
10/6/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/6/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/6/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA; DaV; SE; S/GBV	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA; DaV; SE; S/GBV	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/7/2020	Consent 201	UNIV First Year Students	SA; DaV; SE	Primary	Students	Women's Center

10/8/2020	Consent 201	UNIV First Year Students	SA; DaV	Primary	Students	Women's Center
10/8/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/8/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/9/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/12/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/13/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/14/2020	Consent 201	UNIV First Year Students	SA; DaV; SE; S/GBV	Primary	Students	Women's Center
10/14/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/15/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/15/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
10/15/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/15/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/15/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/15/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/16/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/16/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/19/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/19/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/19/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/19/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/20/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/20/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center

10/20/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/20/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/20/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
10/20/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
10/21/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/21/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/21/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/21/2020	Consent 201	UNIV First Year Students	SA; S/GBV; DaV	Primary	Students	Women's Center
10/21/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
10/22/2020	Consent 201	UNIV First Year Students	SA; DaV; SE; S/GBV	Primary	Students	Women's Center
10/22/2020	Consent 201	UNIV First Year Students	SA; S/GBV; DaV	Primary	Students	Women's Center
10/22/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/22/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/22/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/22/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/22/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/22/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
10/23/2020	Consent 201	UNIV First Year Students	SA; DaV; SE; S/GBV	Primary	Students	Women's Center
10/23/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/23/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/26/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center

10/28/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
10/29/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
10/29/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
10/29/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
10/29/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/29/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/29/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
10/30/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
10/30/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
11/2/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/2/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/2/2020	Consent 201	UNIV First Year Students	SA; S/GBV; DaV	Primary	Students	Women's Center
11/2/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/3/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/3/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/3/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/3/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/3/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
11/4/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/4/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/4/2020	Consent 201	UNIV First Year Students	SA; S/GBV; DaV	Primary	Students	Women's Center
11/4/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center

11/4/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/4/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/4/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA; DaV	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA; DaV; S	Primary	Students	Women's Center
11/5/2020	Consent 201	UNIV First Year Students	SA; SE	Primary	Students	Women's Center
11/6/2020	Consent 201	UNIV First Year Students	S/GBV;IPV ;SA ;	Primary	Students	Women's Center
11/9/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/9/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/9/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
11/10/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/10/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/10/2020	consent 201	UNIV First Year Students	SA; S/GBV; DaV	Primary	Students	Women's Center
11/10/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
11/10/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/10/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center

11/10/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/10/2020	consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
11/11/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/12/2020	Consent 201	UNIV First Year Students	SA ;S/GBV;	Primary	Students	Women's Center
11/16/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/16/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center

11/17/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/17/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/18/2020	Consent 201	UNIV First Year Students	SA; S/GBV; SE	Primary	Students	Women's Center
11/18/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/19/2020	Consent 201	UNIV First Year Students	S/GBV;IPV ;SA ;	Primary	Students	Women's Center
11/19/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
11/19/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/19/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
11/29/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
12/2/2020	Consent 201	UNIV First Year Students	SA; S/GBV	Primary	Students	Women's Center
12/3/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
12/3/2020	Consent 201	UNIV First Year Students	SA	Primary	Students	Women's Center
12/21/2020	Consent 201	UNIV First Year Students	SA; DaV; SE	Primary	Students	Women's Center
12/21/2020	Consent 201	UNIV First Year Students	SA; DaV; SE	Primary	Students	Women's Center

FIRST YEAR EXPERIENCE

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
8/5/2020	VAWPP Consent 201 updates	FYE Town Hall	SA	Ongoing	Employees	Women's Center
10/5/2020	Sexual Harassment Prevention and Education workshop preparation	EPSY 3020 TA's and STA's	S/GBV	Ongoing	Students	Women's Center
10/14/2020	Sexual Harassment Education and Prevention	EPSY 3020 – FYE Mentor class	S/GBV	Primary	Students	Women's Center

GLOBAL AFFAIRS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
9/17/2020	Women's Center Panel	Education Abroad Virtual Expo	SA; S/GBV	Ongoing	Students	Women's Center

THE GRADUATE SCHOOL

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
AY 2020-2021	Not Anymore: Online video based program	Incoming graduate students	Students	SA; DaV; DoV; S	Ongoing	Office of the Vice President for Student Affairs and Center for Students with Disabilities

HONORS PROGRAM

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
8/24/2020	Title IX: Reporting, Response & Resources	Honors GPS Mentors	SA; DaV; S; DoV; SE	Ongoing	Students	Office of Institutional Equity

ORIENTATION STAFF

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
5/18/2020	Title IX: Reporting & Resources	Orientation Leaders	DoV, DaV, SA, S, SE	Ongoing	Students	Office of Institutional Equity

UCONN RECREATION

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
2/23/2020	Diversity and Sexual Harassment Education & Prevention Training	Rec Center Student Staff	SH	Ongoing	Students	Asian American Cultural Center, Office of Institutional Equity, Women's Center
3/4/2020	Diversity and Sexual Harassment Education & Prevention Training	Rec Center Student Staff	SH	Ongoing	Students	Asian American Cultural Center, Office of Institutional Equity, Women's Center
3/5/2020	Diversity and Sexual Harassment Education & Prevention Training	Rec Center Student Staff	SH	Ongoing	Students	Asian American Cultural Center, Office of Institutional Equity, Women's Center

RESIDENTIAL LIFE

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
1/9/2020	Title IX: Response, Reporting & Resources	Residential Life Professional Staff	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity

1/15/2020	Title IX: Response, Reporting & Resources	New Resident Assistants	DoV, DaV, SA, S	Primary	Students	Office of Institutional Equity
1/15/2020	Title IX and Protect Our Pack	New Resident Assistants	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
6/30/2020	Title IX: Reporting & Resources	SSS Summer Residential Peer Mentors	DoV, DaV, SA, S, SE	Ongoing	Students	Office of Institutional Equity
8/6/2020	Public Safety Overview	New Residential Staff	SA; DaV; DoV; S	Ongoing	Employees	UConn Police Department
8/18/2020	Title IX and Protect Our Pack	Resident Assistants	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
8/18/2020	Title IX and Protect Our Pack	Resident Assistants	SA; DaV; DoV; S	Primary	Students	Dean of Students Office
8/19/2020	Public Safety Overview	New Residential Staff	SA; DaV; DoV; S	Ongoing	Employees	UConn Police Department
8/21/2020	Title IX: Reporting, Response & Resources	Res Life Professional Staff	DoV, DaV, SA, S	Ongoing	Employees	Office of Institutional Equity and Community Standards
8/21/2020	Sexual Harassment Education and Prevention	Resident Assistants	SA; S/GBV	Primary	Students	Women's Center
8/24/2020	Sexual Harassment & Interpersonal Violence Reporting, Response, and Resources	Stamford RAs	DoV, DaV, SA, S	Ongoing	Students	Office of Institutional Equity
August 2020	Title IX: Reporting, Response & Resources – Training Video	All Resident Assistants	SA; DaV; DoV; S	Ongoing	Students	Office of Institutional Equity

SCHOOL OF BUSINESS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
4/6/2020	Civil Rights & Sexual Harassment; ADA and Accommodations/Managing a Diverse Workforce Class	MGMT 3239 Students	SA; DaV; DoV; S	Ongoing	Students	Office of Institutional Equity
10/8/2020	START a Conversation	School of Business Learning Community	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department
10/8/2020	START a Conversation	School of Business Learning Community	SA; DaV; DoV; S	Ongoing	Students	UConn Police Department

SCHOOL OF DENTAL MEDICINE

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
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7/2/2020	Office of Institutional Equity at UConn Health Policies, Resources and Reporting	New Residents and Fellows	SA, DaV, DoV, S	Primary	Students and Employees	Office of Institutional Equity
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SCHOOL OF ENGINEERING

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
6/9/2020	Title IX: Reporting and Resources	BRIDGE Engineering Tutors	SA, DaV, DoV, S, SE	Ongoing	Students	Office of Institutional Equity
10/15/2020	Consent 201	Women in Math, Science & Engineering (WiMSE)	SA; S/GBV	Ongoing	Students	Women's Center

SCHOOL OF FINE ARTS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
2/26/2020	Title IX Training	Extreme Measures A Capella	DaV, SA, S, SE	Ongoing	Students	Office of Institutional Equity
2/27/2020	Title IX Training	Drop the Bass A Capella	DaV, SA, S, SE	Ongoing	Students	Office of Institutional Equity
3/10/2020	Title IX Training	Notes Over Storrs A Capella	DaV, SA, S, SE	Ongoing	Students	Office of Institutional Equity
10/2/2020	Sexual Harassment & Interpersonal Violence: Response, Reporting, and Resources in the COVID-era	Marching Band	DoV, DaV, SA, S, SH	Ongoing	Students	Office of Institutional Equity

SCHOOL OF LAW

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
August 2020	Title IX: Reporting, Response and Resources	New Law Students	SA; DaV; DoV; S	Primary	Students	Office of Institutional Equity

SCHOOL OF MEDICINE

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
8/25/2020	Office of Institutional Equity: Updates on Reporting and Resources	New Medical & Dental Students	SA; DaV; DoV; S; SH	Primary	Students	Office of Institutional Equity
8/28/2020	Sexual Harassment Prevention Training/ Diversity Awareness Training	Graduate Students	SA; DaV; DoV; S	Primary	Students	Office of Institutional Equity
9/14/2020	Office of Institutional Equity Overview and Title IX Updates	Basic Science Chairs and Center Directors	SA; DaV; DoV; S	Primary	Employees	Office of Institutional Equity
9/15/2020	Office of Institutional Equity Overview and Title IX Updates	Clinical Science Chairs and Center Directors	SA; DaV; DoV; S	Primary	Employees	Office of Institutional Equity

SCIENCE OF LEARNING & ART OF COMMUNICATION

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
1/15/2020	Creating more welcoming and inclusive communities: A focus on gender	Science of Learning & Art of Communication J Term	SH	Ongoing	Students and Employees	Women's Center

STUDENT ACTIVITIES

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
2/7/2020	Sexual Harassment & Proactive Training	Undergraduate Students	SA; DaV; DoV; S; SH	Primary	Students and Employees	Student Activities
2/11/2020	Sexual Harassment & Proactive Training	Undergraduate Students	SA; DaV; DoV; S; SH	Primary	Students and Employees	Student Activities
2/20/2020	Sexual Harassment & Proactive Training	Undergraduate Students	SA; DaV; DoV; S; SH	Primary	Students and Employees	Student Activities
10/21/2020	Title IX and Protect Our Pack	USG and Student Activities Student Staff	SA; DaV; DoV; S	Ongoing	Students	Dean of Students Office
11/17/2020	Consent 201	Leadership House	SA	Ongoing	Students	Women's Center

STUDENT HEALTH AND WELLNESS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
2/10/2020	Title IX: Reporting & Resources	Sexperts	DoV, DaV, SA, S	Ongoing	Students	Office of Institutional Equity
2/12/2020	Title IX: Reporting & Resources	Sexperts	DoV, DaV, SA, S	Ongoing	Students	Office of Institutional Equity

STUDENT UNION

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
1/20/2020	Title IX and Protect Our Pack	Student Union Student Employees	SA; DaV; DoV; S	Ongoing	Students	Dean of Students Office

UNIVERSITY-WIDE NEW EMPLOYEES, DEPARTMENT HEADS AND MANAGERS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
1/3/2020	Sexual Harassment Prevention Training	New Employees at UConn Health	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
1/6/2020	New Employee Orientation	New Employees	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
1/17/2020	Sexual Harassment Prevention Training	New employees at UConn Health	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
1/21/2020	New Employee Orientation	New Employees	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
1/31/2020	Sexual Harassment Prevention Training	New employees at UConn Health	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
2/3/2020	New Employee Orientation	New Employees	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity

2/14/2020	Sexual Harassment Prevention Training	New employees at UConn Health	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
2/18/2020	New Employee Orientation	New Employees	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
2/28/2020	Sexual Harassment Prevention Training	New employees at UConn Health	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
3/2/2020	New Employee Orientation	New Employees	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
3/2/2020	Sexual Harassment Prevention Training	New employees and graduate assistants	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
3/27/2020	New Employee Orientation	New Employees at UConn Health	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
4/13/2020	New Employee Orientation	New Employees at UConn Health	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
6/5/2020	Sexual Harassment Prevention Training	New employees at Storrs/ Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
6/19/2020	Sexual Harassment Prevention Training	New employees at Storrs/ Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
7/6/2020	New Employee Orientation	New Employees at UConn Health	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
8/3/2020	Sexual Harassment Prevention Training	New employees at Storrs/ Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
8/14/2020	Sexual Harassment Prevention Training	New employees at Storrs/ Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
8/21/2020	Intro to Office of Institutional Equity Reporting & Resources	New Deans and Directors	DoV, DaV, SA, S	Primary	Employees	Office of Institutional Equity
8/28/2020	Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
9/11/2020	Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
9/25/2020	Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
10/9/2020	Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
10/23/2020	Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
11/6/2020	Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
11/20/2020	Sexual Harassment Prevention Training	New employees and those last trained	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity

		prior to 10/2018 at Storrs/Regionals/UCH				
12/4/2020	Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
12/18/2020	Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity
Fall 2020	Online Sexual Harassment Prevention Training	New employees and those last trained prior to 10/2018 at Storrs/Regionals/UCH	DoV, DaV, SA, S	Primary	Employees and Students	Office of Institutional Equity

UNIVERSITY-WIDE/COLLABORATIVE PROGRAMS

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
1/31/2020	Sexual Harassment Education and Prevention	Women's Center, Rainbow Center and Native American Cultural Programs – Student Staff	SA; SH	Primary	Students	Women's Center
2/17/2020	Snack with the Pack in Alumni Hall	Students	SA; DaV; DoV; S	Ongoing	Students	Dean of Students Office
4/30/2020	Take Back the Night Virtual Coffee House	Open Enrollment	SA; S/GBV; DaV; DoV	Ongoing	Students and Employees	Women's Center
8/11/2020	Trauma Informed Response	Exempt Employees	SA; DaV; S/GBV; SE	Ongoing	Employees	Women's Center
11/10/2020	NOW WHAT for Victims/Survivors of Gender-Based Violence?	Campus Community	SA; DaV; S	Ongoing	Students	Women's Center
11/16/2020	Sexual Citizens	Faculty, Staff and Students	SA; SE	Ongoing	Students and Employees	Division of Student Affairs, Office of Institutional Equity, Women's Center

WOMEN'S CENTER/VIOLENCE AGAINST WOMEN PREVENTION PROGRAM (VAWPP)

DATE	NAME OF PROGRAM	AUDIENCE	BEHAVIOR COVERED	PRIMARY OR ONGOING	STUDENTS OR EMPLOYEES	TRAINING FACILITATOR
4/8/2020	Title IX and Protect Our Pack	VAWPP Class	DoV, DaV, SA, S	Ongoing	Students	Dean of Students Office
10/19/2020	Title IX at UConn - Implications of Title IX Regulations	Revolution Against Rape (RAR) members	DoV, DaV, SA, S	Ongoing	Students	Office of Institutional Equity