2015 Annual Report to the Joint Standing Committee Regarding CT Public Act 14-11 -
An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus

Prepared by:

University of New Haven
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Annual Report to the Joint Standing Committee regarding CT Public Act 14-11

This report presents information about sexual misconduct policies, procedures, and institutional conduct reports at the University of New Haven. This report is intended to comply with the regulations of Connecticut Public Act 14-11, *An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus*, as well as to inform the Joint Standing Committee of the General Assembly of the efforts the University has taken to combat sexual violence on its campus.

**Title IX and Sexual Misconduct Policy**

The University of New Haven Title IX and Sexual Misconduct Policy was updated in July of 2015 to reflect best practices, community feedback, and the revisions suggested by the University’s Campus Resource Team. This policy details the procedures that students and employees of the institution who report or disclose being the victim of sexual assault, stalking, or intimate partner violence, may follow after such an incident, provides University members with information regarding who they may report or disclose an incident to, as well as support and advocacy service information. This policy also delineates the options a reporting party, or individual who submits a report of an allegation of sexual misconduct, may take regarding a criminal complaint, institutional complaint, or confidential report. In addition, the Sexual Misconduct Policy provides information regarding informal remedies, interim measures and accommodations available to community members, and information regarding the University’s compliance with court ordered protective orders. To review the information provided in the Title IX and Sexual Misconduct Policy, please see the complete document as provided with this report.

**Educational Programming**

In an effort to reduce the risk of sexual misconduct as well as the crimes of rape, sexual assault, sexual harassment, stalking, dating violence and domestic violence occurring among its students, the University utilizes a range of campaigns, strategies and initiatives to promote awareness, educational, risk reduction and prevention programming. It is the policy of the University to offer programming to prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults) and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout an incoming student’s first semester. Programs and other campaigns offered throughout the year to all students and employees include strong messages regarding not just awareness, but also primary prevention (including normative messaging, bystander intervention, and the interactions between sexual assault and substance use), and discuss institutional policies on sexual misconduct as well as the Connecticut definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches.

Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps,
identifying allies and/or creating distractions. Bystander empowerment training highlights the need for those who intervene to ensure their own safety in the intervention techniques they choose, and motivates them to intervene as stakeholders in the safety of the community when others might choose to be bystanders.

Primary prevention programming has been defined as, “institutional action and strategies intended to prevent sexual assault, stalking, and intimate partner violence before it occurs by means of changing social norms and other approaches, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars, or panel discussions”. Awareness programming has been defined as, “institutional action designed to communicate the prevalence of sexual assaults, stalking, and intimate partner violence, including the nature and number of cases of sexual assault, stalking, and intimate partner violence reported at each institution of higher education in the preceding three calendar years, including but not limited to poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars, or panel discussions”. Accordingly, the following represent the University of New Haven’s primary prevention and awareness programming designed to prevent all types of sexual violence.

The following are programs and trainings were offered by the University of New Haven with the support of the Rape Crisis Center of Milford College Advocate and BHcare Community Educators:

<table>
<thead>
<tr>
<th>Event Name</th>
<th>Type of Event</th>
<th>Offered By</th>
<th>Audience</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential Advisors &amp; Directors Refresher Training</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>College Advocate &amp; Dean of Students Office</td>
<td>Office of Residential Life staff</td>
<td>January 2014</td>
</tr>
<tr>
<td>Violence Prevention &amp; Intervention Peer Educators</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>College Advocate &amp; Dean of Students Office</td>
<td>VPI Peer Educators</td>
<td>May 2014</td>
</tr>
<tr>
<td>Take Back the Night</td>
<td>Awareness Programming</td>
<td>Victimology Club, College Advocate &amp; Dean of Students Office</td>
<td>Open to the Public</td>
<td>April 2014</td>
</tr>
<tr>
<td>Residence Hall &amp; Classroom Presentations (Sexual Assault Awareness Month, RAD Course, etc.)</td>
<td>Primary Prevention Programming</td>
<td>College Advocate</td>
<td>Residential Students, Classroom Attendees</td>
<td>Various (approximately 5 per semester)</td>
</tr>
<tr>
<td>CT Clothesline Project</td>
<td>Awareness Programming</td>
<td>Victimology Club &amp; College Advocate</td>
<td>Open to the Public</td>
<td>April 2014</td>
</tr>
<tr>
<td>Vagina Monologues – A memory, a rant, and a prayer</td>
<td>Awareness Programming</td>
<td>Victimology Club</td>
<td>Open to the Public</td>
<td>April 2014</td>
</tr>
<tr>
<td>Event Name</td>
<td>Type of Event</td>
<td>Offered By</td>
<td>Audience</td>
<td>Date</td>
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<tr>
<td>---------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Residential Advisors &amp; Directors Training at ORL Staff Orientation</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>College Advocate &amp; Dean of Students Office</td>
<td>Office of Residential Life staff</td>
<td>August 2014</td>
</tr>
<tr>
<td>Campus Clarity – Think About It Online Course</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>Dean of Students Office</td>
<td>All incoming first-year and transfer students – Mandatory</td>
<td>Initial Course - July 2014, Follow-up Courses: October 2014 &amp; November 2014</td>
</tr>
<tr>
<td>Step Up! Introduction to Bystander Intervention</td>
<td>Primary Prevention Programming</td>
<td>Dean of Students Office</td>
<td>All incoming first-year and transfer students – Mandatory</td>
<td>Two courses offered during Mandatory Orientation, August 2014</td>
</tr>
<tr>
<td>Bringing in the Bystander Presentations</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>VPI Peer Educators</td>
<td>All incoming first-year and transfer students – Mandatory</td>
<td>Approximately 50 courses offered throughout the semester, Sept. – Nov. 2014</td>
</tr>
<tr>
<td>Violence Prevention &amp; Intervention Peer Educators – Refresher Training</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>College Advocate &amp; Dean of Students Office</td>
<td>VPI Peer Educators</td>
<td>August 2014</td>
</tr>
<tr>
<td>Sex Ed Boot Camp</td>
<td>Awareness Programming</td>
<td>Student Committee for Programming &amp; Events (SCOPE)</td>
<td>Open to the Public</td>
<td>September 10, 2014</td>
</tr>
<tr>
<td>Residence Hall &amp; Classroom Presentations (It’s On Us Presentations, RAD Course)</td>
<td>Primary Prevention Programming</td>
<td>College Advocate</td>
<td>Residential Students, Classroom Attendees</td>
<td>Various (approximately 5 per semester)</td>
</tr>
<tr>
<td>Event Name</td>
<td>Type of Event</td>
<td>Offered By</td>
<td>Audience</td>
<td>Date</td>
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</tr>
<tr>
<td>It’s On Us, National Week of Action – Information Tables, Sexual Violence on College Campus Presentation, Mini RAD Course, Pledge Campaign</td>
<td>Awareness Programming</td>
<td>VPI Peer Educators, Dean of Students Office, Undergraduate Student Government Association</td>
<td>Open to the Public</td>
<td>November 17-21, 2014</td>
</tr>
<tr>
<td>It’s On Us, Roundtables with Student Leaders</td>
<td>Awareness Programming</td>
<td>Dean of Students Office, Undergraduate Student Government Association</td>
<td>Open to the Public</td>
<td>October 6-9, 2014</td>
</tr>
<tr>
<td>Support Groups – Healing Together, Surviving to Thriving</td>
<td>Support Services</td>
<td>College Advocate &amp; BHcare Advocate</td>
<td>Open to the Public; Surviving to Thriving Group closed</td>
<td>Weekly throughout semester (approx. 24 sessions)</td>
</tr>
<tr>
<td>Domestic Violence Speak Out &amp; Vigil</td>
<td>Awareness Programming</td>
<td>Victimology Club &amp; College Advocate</td>
<td>Open to the Public</td>
<td>October 2014</td>
</tr>
</tbody>
</table>

**Spring 2015 Semester**

*Approximately January 1, 2015 through May 31, 2015*

*Total Programming Events: Approximately 67*

<table>
<thead>
<tr>
<th>Event Name</th>
<th>Type of Event</th>
<th>Offered By</th>
<th>Audience</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential Advisors &amp; Directors Refresher Training</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>College Advocate &amp; Dean of Students Office</td>
<td>Office of Residential Life staff</td>
<td>January 2015</td>
</tr>
<tr>
<td>Bringing in the Bystander Presentations</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>VPI Peer Educators</td>
<td>All incoming first-year and transfer students – Mandatory</td>
<td>Approximately 30 courses offered throughout the semester, March. – April. 2015</td>
</tr>
<tr>
<td>UNH Freebie Friday – Title IX/Clergy Compliance Coordinator Social Media Campaign for Awareness</td>
<td>Awareness Programming</td>
<td>Dean of Students Office &amp; Title IX/Clergy Compliance Coordinator</td>
<td>Open to the Public</td>
<td>February 27, 2015</td>
</tr>
<tr>
<td>Take Back the Night</td>
<td>Awareness Programming</td>
<td>Victimology Club, College Advocate &amp; Dean of Students Office</td>
<td>Open to the Public</td>
<td>April 14, 2015</td>
</tr>
<tr>
<td>Residence Hall &amp; Classroom Presentations (Sexual Assault Awareness Month, RAD Course, etc.)</td>
<td>Primary Prevention Programming</td>
<td>College Advocate</td>
<td>Residential Students, Classroom Attendees</td>
<td>Various (approximately 5 per semester)</td>
</tr>
<tr>
<td>Event Name:</td>
<td>Type of Event:</td>
<td>Offered By:</td>
<td>Audience:</td>
<td>Date:</td>
</tr>
<tr>
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</tr>
<tr>
<td>Bandana Project – Awareness for Intimate Partner Violence</td>
<td>Awareness Programming</td>
<td>Victimology Club &amp; College Advocate</td>
<td>Open to the Public</td>
<td>April 23, 2015</td>
</tr>
<tr>
<td>Vagina Monologues – A memory, a rant, and a prayer</td>
<td>Awareness Programming</td>
<td>Victimology Club</td>
<td>Open to the Public</td>
<td>April 7, 2015</td>
</tr>
<tr>
<td>Sexual Violence Module – Greek Life</td>
<td>Primary Prevention Programming</td>
<td>Dean of Students Office</td>
<td>Sigma Chi Fraternity</td>
<td>March 29, 2015</td>
</tr>
<tr>
<td>Greek Week Presentation to all Greek Life members &amp; It’s On Us Campaign</td>
<td>Awareness Programming</td>
<td>Dean of Students Office</td>
<td>UNH Greek Life</td>
<td>April 13, 2015</td>
</tr>
<tr>
<td>Where Do You Stand? Campaign</td>
<td>Primary Prevention Programming</td>
<td>College Advocate</td>
<td>Open to the Public</td>
<td>April 21, 2015</td>
</tr>
<tr>
<td>Sexual Assault Awareness Month – Information Tables &amp; Bake Sales</td>
<td>Awareness Programming</td>
<td>VPI Peer Educators &amp; Dean of Students Office</td>
<td>Open to the Public</td>
<td>April 2015 (full week of Information Tables)</td>
</tr>
<tr>
<td>Sexual Assault Awareness Month – Teal Ribbon &amp; Hair Extension Campaign</td>
<td>Awareness Programming</td>
<td>VPI Peer Educators &amp; Dean of Students Office</td>
<td>Open to the Public</td>
<td>April 2015 (full week of Information Tables)</td>
</tr>
<tr>
<td>Support Groups – Healing Together, Surviving to Thriving</td>
<td>Support Services</td>
<td>College Advocate &amp; BHcare Advocate</td>
<td>Open to Public; Surviving to Thriving Group closed</td>
<td>Weekly throughout semester (approx. 24 sessions)</td>
</tr>
</tbody>
</table>

**Fall 2015 Semester**

*Approximately August 1, 2015 through October 1, 2015*

*Completed Programming Events: Approximately 20*

<table>
<thead>
<tr>
<th>Event Name:</th>
<th>Type of Event:</th>
<th>Offered By:</th>
<th>Audience:</th>
<th>Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential Advisors &amp; Directors Training at ORL Staff Orientation</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>College Advocate &amp; Dean of Students Office</td>
<td>Office of Residential Life staff</td>
<td>August 18, 2015</td>
</tr>
<tr>
<td>Campus Clarity – Think About It Online Course</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>Dean of Students Office</td>
<td>All incoming first-year and transfer students – Mandatory</td>
<td>Initial Course - July 2015, Follow-up Courses: October 2015 &amp; November 2015</td>
</tr>
<tr>
<td>Step Up! Introduction to Bystander Intervention</td>
<td>Primary Prevention Programming</td>
<td>Dean of Students Office</td>
<td>All incoming first-year and transfer students – Mandatory</td>
<td>Two courses offered during Mandatory Orientation, August 23, 2015</td>
</tr>
<tr>
<td>UNIV 1000 Course-Step UP: From Bystander to UPstander Presentations</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>Wellness Peer Educators, Dean of Students Office</td>
<td>All incoming first-year and transfer students – Mandatory</td>
<td>33 courses offered throughout the semester, Sept. – Oct. 2015</td>
</tr>
<tr>
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<td>-------------------------------------------------</td>
</tr>
<tr>
<td>Blackboard &amp; Tegrity Session on Sexual Violence on College Campuses for Students in Prato</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>Dean of Students Office</td>
<td>Study Abroad students at Prato, Tuscany Campus – Mandatory</td>
<td>September 1 &amp; 29, 2015</td>
</tr>
<tr>
<td>Know Your IX Day – Lawn Sign Campaign</td>
<td>Awareness Programming</td>
<td>Dean of Students Office, Title IX Coordinator(s)</td>
<td>Open to the Public</td>
<td>September 7-11, 2015</td>
</tr>
<tr>
<td>Violence Prevention &amp; Intervention Peer Educators Orientation Training</td>
<td>Primary Prevention Programming &amp; Awareness Programming</td>
<td>College Advocate, BHcare Community Educator &amp; Dean of Students Office</td>
<td>VPI Peer Educators</td>
<td>August 17-21, 2015</td>
</tr>
<tr>
<td>Residence Hall &amp; Classroom Presentations (It’s On Us National Week of Action, RAD Course, etc.)</td>
<td>Primary Prevention Programming</td>
<td>College Advocate</td>
<td>Residential Students, Classroom Attendees</td>
<td>Scheduled for Nov. 2015</td>
</tr>
<tr>
<td>It’s On Us, National Week of Action – Information Tables, Sexual Violence on College Campus Presentation, Mini RAD Course, Pledge Campaign</td>
<td>Awareness Programming</td>
<td>VPI Peer Educators, Dean of Students Office, Undergraduate Student Government Association</td>
<td>Open to the Public</td>
<td>Scheduled for Nov. 2015</td>
</tr>
<tr>
<td>Support Groups – Healing Together</td>
<td>Support Services</td>
<td>College Advocate</td>
<td>Open to Public</td>
<td>Beginning October 7th, 2015</td>
</tr>
</tbody>
</table>

**Types of Educational Programming**

*Campus Clarity Online: Think About It Course*

There are multiple platforms that have been historically utilized by the University to achieve education and awareness on campus with the primary goal of preventing further assault. For incoming students these platforms include online trainings completed prior to on-campus arrival, and bystander intervention training administered by Violence Prevention & Intervention Peer Educators, sponsored through an Office of Violence against Women (OVW) Campus Grant. The 2014-15 AY featured the first use of Campus Clarity’s Think About It course for incoming students, a two hour online mandatory course before students arrive on campus. Think About It also administers two follow-up courses, in early October and right before the spring semester. We received positive feedback regarding this course, which introduced students to the concepts of rape/sexual violence myths, substance use/abuse, bystander intervention, and safety on campus. After further research,
the University decided to utilize the Graduate Think About It course for all incoming graduate students, in addition to all incoming undergraduates for 2015-16. We expect this 35 minute graduate online course to be well-received and elicit high compliance. The Think About It course for graduate students was administered in late July 2015, as was the incoming undergraduate student course.

*Bringing in the Bystander Program (2011-2014)*

The bystander intervention program historically delivered by VPI peer educators was based on the Bringing in the Bystander developed by the University of New Hampshire, and funded by the OVW Campus Grant program.

Violence Prevention & Intervention Peer Educators were trained in the [University of New Hampshire’s Bringing in the Bystander program](http://example.com), and were asked to deliver this 90 minute program to all incoming students. Designed to meet the needs of student’s course schedules, Peer Educators offered this presentation at multiple times throughout the day (approximately 3 presentations a day) throughout the semester, at which students could voluntarily choose which date and time to attend. Students received email notifications as a reminder of their need to attend the training and as a means of increasing overall attendance and compliance. Attendance was tracked by the Project Coordinator, a graduate assistant funded by the OVW Campus Grant Program.

The Bringing in the Bystander, a prevention workshop for establishing a community of responsibility, was presented by pairs of Peer Educators annually trained by the Milford Rape Crisis College Advocate, BHcare Domestic Violence Community Educator, and faculty/staff experts on sexual violence topics. Content topics include, but were not limited to, the continuum of sexual violence, facts about sexual violence, bystander responsibility, reflections on bystander behavior, an introduction to rape culture, an empathy exercise concerning the experience of trauma, the decision making process, and campus resources.

*Step Up! Bystander Training and UNIV 1000 Course (Current)*

During incoming student orientation, the Dean of Students Office provides a ninety minute presentation that serves as an introduction to the [Step UP bystander program](http://example.com), developed by the University of Arizona C.A.T.S. Life Skills Program in partnership with NCAA. This presentation includes information about the concept of bystander intervention, strategies for safe and effective intervention, different types of interventions (direct, indirect), and the information about resources on the UNH campus. This is offered twice at orientation, so all incoming students are able to attend and participate with our poll everywhere technology. This allows students to simultaneously self-report their perceptions of hook-up culture, substance use culture, and other issues. This self-reported information is streamed anonymously into the presentation and serves to demonstrate student’s perceived notions of the campus climate versus their actual experiences and behaviors.

As of December 2014, the OVW Campus Grant ended and the Violence Prevention & Intervention Program transitioned into the Dean of Students Office, under the Title IX/Clergy Compliance Coordinator. The VPI Program has been responsible for the first-year and transfer (‘incoming’) student presentations on sexual assault and bystander intervention. In addition to these presentations, the VPI Program has Peer Educators
that present the trainings, and assist various University departments by being resources at potentially triggering events.

For the 2015-16 AY, bystander prevention was strategically redesigned to provide the bystander training under the umbrella program of Step UP, with the slogan: ‘From Bystander to Upstander’. We have moved the training from the VPI center, in the back of Sheffield Hall, to an existing classroom with full audio/visual technology. Additionally, the bystander training is housed in a University pilot course (UNIV 1000) that all first-year and transfer students were preregistered for on their class schedules. The course has been updated to a new format and new content, and shortened to the hour time frame that fits into block scheduling. These changes are expected to result in higher compliance with attendance, more standardization, and to be more effective as all presentations will be completed during the ‘red zone’ (September through early October) known for its high victimization rates.

The UNIV 1000 course is required for incoming first-year, and transfer students only. This course is described to students as the promotion of knowledge of university policies regarding sexual violence and safety by teaching students valuable bystander intervention strategies that can be used to foster the development of a safe and educational campus climate.

*It’s On Us Campaign*

The White House launched a National [It’s On Us campaign](#) in September 2014, for college campuses, specifically their student governments. In coordination with the Undergraduate Student Government Association President, the Title IX/Clery Compliance Coordinator hosted over 5 roundtables with students regarding issues of sexual violence and how our institution handles complaints. The College Advocate created a Facebook group, It’s On Us at University of New Haven, that we have jointly promoted, which has over 200 members. At the request of students we developed a Facebook closed group, It’s On Us UNH Campaign Team, for students who expressed an interest in working together to develop more related events and campaign awareness.

Furthermore, the Title IX/Clery Compliance Coordinator, in coordination with the Undergraduate Student Government Association President, hosted five roundtable discussions regarding sexual violence education and prevention at UNH. Recognized Student Organization Presidents and their executive boards were invited to attend roundtable discussions to express their concerns about existing programming, offer feedback about mandatory education, and learn about sexual violence education and policies at the University of New Haven. These roundtables were held in the fall of 2014, and were intended to encourage student leaders to have conversations about It’s On Us and sexual violence with their organization’s members. We found that students were interested in doing more awareness programming and learning more about sexual violence on college campuses, especially when the education was coming from fellow students. Other feedback included the need for more visibility for programming on these issues, and more accessibility/visibility regarding the resources available on campus. In response to this feedback, students were invited back to participate in a presentation regarding sexual violence resources on- and off-campus given by the USGA President and Title IX/Clery Compliance Coordinator.
Information Tables and Additional Programming

A secondary facet of education is the programming regarding sexual violence prevention, response, and University specific policies. The UNH Victimology Club has been responsible for the majority of programming that has been conducted during the academic year, and continued to provide numerous programming during the 2014-15 academic year. In addition to events sponsored by the Victimology Club, the VPI Peer Educators sponsored numerous information tables throughout the year to increase awareness (iAcknowledge Campaign, DV Awareness Month, April’s Sexual Assault Awareness Month, It’s On Us information tables, etc.). During these informational tables, Peer Educators provide extensive amounts of resources, and promotional items to passing students.

In January of 2015, the Title IX/Clery Compliance Coordinator and Peer Educators developed numerous promotional items, including: Teal Hair Extensions, Teal Bracelets, Awareness Ribbons, and five different T-shirts. These shirts were designed by the Violence Prevention and Intervention Program Graduate Assistant and Title IX/Clery Compliance Coordinator to create a visible campaign for the peer educators and issues of consent and sex. Students have had an overwhelming positive response to these shirts, and many were distributed throughout April’s Sexual Assault Awareness Month.

Events sponsored by the College Advocate are supported by the Dean of Students Office and the VPI Peer Educators. These presentations often take place in collaboration with Recognized Student Organizations for the larger student population and/or the Office of Residential Life within the residential halls.

Awareness & Compliance Initiatives

Title IX of the Education Amendments of 1972

In order to achieve compliance as an institution under Title IX of the Education Amendments of 1972, the University is required to identify and train Responsible Employees, publish a nondiscrimination policy, employ and maintain a Title IX Coordinator, publish policies and procedures regarding sexual violence on our campuses, and provide incoming/ongoing training regarding sexual violence.

Responsible Employee Training

After the release of the Office of Civil Rights’ Dear Colleague Letter in April of 2014 and the Question & Answers guidance in December of 2014, it became increasingly necessary for the University of New Haven to consider strategic methods for responsible employee training. Through dialogue on the Title IX Compliance Team, it was determined that it would be in the best interest of the University to establish all employees as ‘responsible employees’ as defined by Title IX. This decision reflected our belief that it would very difficult to justify the training and mandated reporting of some faculty and staff, and not others. Furthermore, it was concluded that our students and community would widely benefit from more mandated reporters and educated employees than fewer. Thus, we proceeded with researching methods for training all employees on this mandated reporting role, and ensuring that they fully understood all relevant responsibilities. This training serves as an additional avenue for prevention and awareness programming for all employees. As you
will see below, the online training used to notify employees of their responsibilities as responsible employees, also provides modules specifically highlighting information about risk reduction, awareness of sexual violence and rape culture, and information that assists faculty and staff in identifying possible sexual violence situations.

In consultation with Human Resources and our Title IX Coordinator, the University purchased software licenses from Campus Clarity’s Lawroom for an hour-long course titled, EDU: Eliminate Campus Sexual Violence (CT). This online training was administered to all employees via their University email in late March 2015, with an expected deadline of April 30, 2015. This training included the following content, in compliance with Title IX, Reauthorized VAWA, CT Public Act 14-11, and Clery: Sexual Violence & Rape Culture, Legal Protections, Campus SaVE Act, relevant CT State Laws, Trauma & Sexual Assault, Dating & Domestic Violence, Campus Stalkers, Sex Discrimination & Harassment, Title IX, Reporting Requirements under Title IX, Confidentiality, Campus Culture, and Bystander Intervention. This comprehensive online training served to better educate all facets of the campus community, and is consistent with online training content provided by the University to all incoming students.

This training occurred concurrently with the administration of the Responsible Employee brochure to all employees via Adobe EchoSign software. All employees were required to digitally sign that they received the brochure, a secondary means of notifying them of their role and responsibilities.

CT Statue 14-11

In May of 2014, the Connecticut legislative branch passed CT Public Act 14-11, An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus. This Act required a number of distinct tasks that colleges needed to complete in order to maintain compliance, and to encourage more support services and reporting options for students of sexual violence on our campuses.

Know Your Rights Brochure

A primary component of the Public Act 14-11 was the requirement for institution’s to create a “concise notification, written in plain language, to each student and employee of such institution who has been a victim of sexual assault, stalking, or intimate partner violence, of such victim’s rights and options under such institution’s policy”. Thus, utilizing an initial template provided by the College Advocate, we developed a brochure that would include our written policy on sexual misconduct, resources for confidential disclosure and reporting options, the option to report to law enforcement and/or our institution, our retaliation policy, a notification of the Title IX Coordinator, notice of interim measures, formal complaint procedures, advisor privileges, and victim’s rights. After many edits with the Title IX Compliance Team, this brochure was sent to Marketing for updates and professional review. We received the final product in early September, and have been utilizing it throughout the 2014-15 year. After updating the Sexual Misconduct Policy in the summer of 2015, the Know Your Rights Brochure was sent back to marketing for corrections and updates in accordance with new policy language.

Campus Resource Team
The Campus Resource Team is comprised of individuals selected by the President, and includes critical campus officials as well as local resources involved in responding to sexual misconduct incidents. The CRT is charged with reviewing campus policies and recommending protocols for providing support and services to students/employees who report being a victim. The team held four meetings during the spring 2015 semester to review, assess, and update protocols and/or policies.

In coordination with the President’s Office, invitations to participate on the CRT were delivered to its members the first week of January, in compliance with CT Public Act 14-11. Then four meetings were held for the team to review and edit the Sexual Misconduct Policy/Procedures, and submit recommendations by the July 1st deadline.

**Sexual Misconduct Policy**

During the summer months of 2014, the Dean of Students Office began its annual review and edits of the Sexual Misconduct Policy. Revisions that were included in the 2014 finalized Sexual Misconduct Policy included:

- Changed relationship abuse to intimate partner violence
- Expanded examples of sexual harassment
- Included a clause regarding substance use as a secondary conduct issue, providing only educational follow-up in cases where such issues are reported
- Expanded policy to include all students, faculty, and staff
- Expanded to include definition of Intimidation
- Included a clause concerning No Contact Orders
- Increased resource contact information for all campuses
- Enhanced clarity of confidentiality clauses
- Delineated sanctions for the various violations of sexual misconduct
- Shortened the title to summarize the policy as Sexual Misconduct Policy

When the revisions to this policy were finalized, it was electronically delivered to all students via an email from Associate Dean Frederic Baker in September 2014. It was also electronically delivered by Human Resources via the Adobe EchoSign software, to all employees in November 2014. Furthermore, the full policy, as well as specific sections, was posted onto the University Title IX webpage for public use.

Throughout the year, the Title IX webpage has been continually updated in accordance with best practices and policy updates. This included the creation of a ‘frequently asked questions’ document that explained the role of Title IX Coordinators, how to report an incident of sexual violence, background information about Title IX, criminal versus institutional complaints and other common questions. The Title IX/Clery Compliance Coordinator also developed quick links for the relevant websites, including: [www.newhaven.edu/titleix](http://www.newhaven.edu/titleix) and [www.newhaven.edu/sexualmisconduct](http://www.newhaven.edu/sexualmisconduct).

The Campus Resource Team began its annual review and edits of the Sexual Misconduct Policy in February of 2015. Revisions that were included in the 2015 finalized Sexual Misconduct Policy included:
− Developed a Title IX Policy to include information regarding Title IX Coordinator roles, jurisdiction, and responsible employee/campus security authority reporting information
− Restructured the policy to include reporting and resource options at the beginning of the policy, as well as the guidance in the event of an incidence of sexual violence
− Expanded resources to include Statewide and National Resources
− Restructured the definition of terms to begin the Consent, Force, and Intimidation, as well as clarified the categories of Sexual Assault and Sexual Harassment
− Developed a section named Privacy & Confidentiality to delineate the responsibility of the University to protect its campus community and the requests of reporting parties
− Included additional information to clarify the Preliminary Investigation, Formal Investigation, and Formal Hearing processes
− Expanded the Sanctions to include information about each type of violation
− Included the Appeals information from the Code of Conduct specific to Sexual Misconduct violations

The revisions were finalized by July 1, 2015, and electronically delivered to all incoming students via the Think About It online platform. Students were prompted to acknowledge they received the policy through their online training. The University’s Student Handbook, which houses the Title IX and Sexual Misconduct Policy, was electronically delivered to all students via email from Associate Dean Frederic Baker on August 21, 2015.

The Title IX website was reformatted for more visibility and accessibility, taking into account students who may access the page in crisis. Additional resources were posted to the webpage, as well as a digital copy of the Know Your Rights brochure. The edited brochure is expected to be uploaded in early October of 2015, due to marketing delays. Information related to Sexual Misconduct has been uploaded and all resources were updated to reflect the changes in our full policy. These resources can be located at www.newhaven.edu/sexualmisconduct. Consistent with best practices, the website was checked to ensure that this information complies with the three-click rule, thus all resources and information regarding sexual violence reporting is available on the website within three clicks. In fact, we found that these resources and webpages are the immediate results when searching on our website for information related to sexual assault, stalking, or intimate partner violence.

Memorandum(s) of Understanding

Public Act 14-11 required that all institutions of higher education enter into and maintain memorandum of understanding with at least one community-based sexual assault crisis service center and at least one community-based domestic violence agency. These MOUs were intended to ensure that students or employees of our institutions can access free and confidential counseling/advocacy services in our local community, as well as to establish partnerships related to training and committee involvement.

As such, utilizing templates from the primary oversight agencies for sexual assault crisis services (CONNSACS) and domestic violence agencies (CCADV) in Connecticut to develop appropriate MOUs with our respective agencies. The University of New Haven entered into Memorandum of Understandings with the following agencies in January of 2015: Milford Rape Crisis Center, BHcare, and Sexual Assault Crisis Center of Eastern
Connecticut. A memorandum of understanding was created between UNH and Safe Futures, a domestic violence agency for New London County, and we are awaiting confirmation of this MOU from Safe Futures. Each MOU was reviewed by the Dean of Students Office and Title IX Coordinator, prior to being signed by the UNH Title IX Coordinator and the respective Executive Director of the support agency.

Marketing & Publications

Throughout this year, the University developed a variety of publications in the form of brochures and handouts that would serve to educate the campus community and/or specific campus populations about sexual violence. In addition to the previously discussed Know Your Rights brochure, we developed a Responsible Employee Brochure, Campus Security Authority Brochure, and Sexual Misconduct on Campus: Responding to Students – Employee Guide for Assisting Students, Resources & Referral Options for Students, and consulted on the development of the Violence Prevention and Intervention funded brochures. Specific topic brochures included a Sexual Assault on College Campuses brochure, an Intimate Partner Violence brochure, and a Stalking brochure. The VPI program also produced a Same-Sex Relationship Abuse brochure. Please see Addendum 1, at the end of this report, for a closer look of the brochures produced in the fall of 2014.

Although research has shown that the efficacy of brochures is declining in the wake of social media and technology advancements as a means of publicity, the Responsible Employee and Campus Security Authority brochures were developed to inform individuals identified in these roles of their primary responsibilities under Title IX or Clery respectively, as well as UNH reporting procedures. This is an alternative resource for information, and has been utilized as a supplemental material to online trainings these individuals take.

The Sexual Misconduct on Campus: Responding to Students – Employee Guide for Assisting Students is a dual-sided handout that serves as a quick guideline for assisting faculty/staff when a student discloses an incidence of sexual violence. It not only includes step by step instructions for employees during the actual disclosure, but it informs them of the appropriate support services to refer a student to, as well as the immediate need to report the disclosure to the Title IX Coordinator(s). This should help increase reporting in a more timely and efficient manner.

The Resources & Referral Options for Students is intended to serve as a quick reference guide for referral and reporting options. It features four categories of reporting options or services that a student in crisis may need to utilize, including: Support Services, Emergency Police Information, Housing or Academic Accommodations, and Medical Assistance. Title IX Coordinator information is also prominently displayed on this information to increase visibility and knowledge of the Title IX Coordinator as a resource for students.

Faculty Syllabus Notice

Working in collaboration with the Dean of Students Office and Title IX Coordinator, the addition of a faculty syllabus notice was proposed. This team believed it could be used to increase visibility of the Title IX Coordinator’s contact information and serve as a notice of nondiscrimination to all students. After approval
of the final language, the statement (see below) was provided to the Academic College Deans to be incorporated into their respective College’s syllabi template. We received little to no resistance on this, and believe it will only serve to help students further identify the Title IX Coordinator.

“Commitment to Positive Learning Environment: The University adheres to the philosophy that all community members should enjoy an environment free of any form of harassment, sexual misconduct, discrimination, or intimate partner violence. If you have been the victim of sexual misconduct we encourage you to report this. If you report this to a faculty/staff member, they must notify our college’s Title IX coordinator about the basic facts of the incident (you may choose to request confidentiality from the University).

If you encounter sexual harassment, sexual misconduct, sexual assault, or discrimination based on race, color, religion, age, national origin, ancestry, sex, sexual orientation, gender identity, or disability please contact the Title IX Coordinator, Caroline Koziatek at (203) 932.7479 or ckoziatek@newhaven.edu.”

Committees on Sexual Misconduct

During the 2014-15 AY, the University enhanced its Sexual Assault Response Team by developing two distinct committees for issues of sexual misconduct; the Campus Education and Response Team (CERT) and the Campus Resource Team (CRT).

Campus Education and Response Team (CERT)

The Campus Education and Response team is a multidisciplinary team comprised of campus and local community resources. The team is charged with proactively educating the campus community on issues relating to sexual misconduct; intimate partner violence, and stalking, as well as providing ongoing educational campaigns for the University community.

The CERT held eleven meetings, and discussed topics including: increased communication between University departments regarding the need for support resources at potentially triggering events, possible awareness campaigns, special population considerations, diversity programming related to sexual violence, and trauma-informed services. A professional development component was incorporated in these meetings, by asking all members to read educational research or news articles that would further inform their perspective of sexual violence on campus.

Members of the CERT, include representatives from the following offices:

− Counseling & Psychological Services
− Health Services
− Faculty
− Residential Life
− Dean of Students Office
− Title IX/Clery Compliance Coordinator
− Violence Prevention & Intervention Student Coordinator
− Milford Rape Crisis Center’s College Advocate
− Campus Police (Clery Compliance Officer)
Title IX Compliance Team

The Title IX Compliance Team is comprised of individuals who have direct oversight of the compliance needs regarding Title IX and its interactions with the Clery Act. This team has been meeting since early 2014 to discuss new strategies for Title IX compliance, including the recommendation to create the Title IX/Clery Compliance Coordinator position. The team consists of representatives from the Dean of Students Office, Campus Police, Clery Compliance Officer, College Advocate, Human Resources, Title IX Coordinator, and Director of Safety for Offsite Locations. The group met four times throughout the fall and spring semester to continue the dialogue between these departments regarding future compliance needs, updates to goals, and new legislation requirements.

Sexual Misconduct Process Team

Although not officially a committee or task force, the Sexual Misconduct Process Team consists of the faculty/staff who volunteer to be trained as Sexual Misconduct Investigators, Hearing Board members, and for the Appeals Board. This team also includes Human Resources staff, who work with the Title IX Coordinator to provide a fair and equitable Title IX grievance procedure for University employees. The Title IX Coordinator, Caroline Koziatek, and Deputy Title IX Coordinator for Student Sexual Misconduct, Rebecca Johnson, are members of this group. The Dean of Students Office staff convenes these faculty/staff members as a group that conducts simultaneous trainings and operates as a larger cohesive group.

During the 2014-15 AY, the Dean of Students Office hosted three in-person training events, while also providing a robust Blackboard training site. Via Blackboard, members were provided four video modules that they were required to participate in, and corresponding quizzes as learning assessments for all videos. Furthermore, Title IX materials were uploaded to Blackboard, including diversity and cultural awareness resources, new legislation resources, relevant webinars, and other materials.

Our continuation of cross-training members for all roles in the process is beneficial, and it remains important for individual members to understand the entire process and the distinct responsibilities of each role.
Report of Complaints of Sexual Misconduct

Brought forward from January 1, 2014 through December 31, 2014

This report contains information about complaints of sexual misconduct that the University of New Haven received notice of, and the actions taken by the University to address those complaints. Specifically, this report includes descriptions of all student complaints that were processed through the Sexual Misconduct Disciplinary Process from January 1, 2014 through December 31, 2014.

The report is intended to provide the information requested in CT Public Act 14-11, An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus, as well as to inform the Joint Standing Committee of the General Assembly of the efforts the University of New Haven has taken to combat sexual violence on its campus. This report was composed to protect the privacy of the individuals involved, and further identifiable information is not provided to maintain the privacy and confidentiality of the parties involved.

The complaints in this report have been presented in statistical and narrative format and are organized according to the type of action the reporting party engaged in: Formal University Investigation/Hearing, or Informal Institutional Report. In the narrative portion of the report you will find cases that engaged in these processes, and may have engaged in a collaborative process with the Title IX Coordinator, Dean of Students Office, Campus Police, and Sexual Misconduct Board.

While this report is intended to be informative and enlightening, there are many limitations to reporting sexual violence on the University campus. The brief narrative descriptions are intentionally vague, as a complete description of the complexities or specifics of a given case could reveal identifiable information about a given party. Similarly, the report indicates only the type of category the complaint is associated with, such that “sexual assault” may refer to nonconsensual sexual contact or nonconsensual sexual intercourse, and “sexual harassment” may include sexual exploitation or sexual harassment. The ‘other’ category has been designated for reports of sexual misconduct that do not directly fall into the categories prescribed or if there was limited information within the report to designate a specific category of sexual misconduct.

The statistics below include all complaints of sexual misconduct brought forward from January 1, 2014 through December 31, 2014, regardless of when the alleged events occurred. The complaints of sexual misconduct are sorted in broad categories (e.g., sexual assault, intimate partner violence, sexual harassment, stalking) based on the reporting party’s allegations. Complaints involving more than one allegation of sexual misconduct are listed only once, based on the primary allegation. The reporting party is the person who reported having experienced a violation of sexual misconduct, or (in the case of third-party complaints) the person who is reported to have experienced it. The responding party is the person (or persons) alleged to have committed the misconduct.
Table 1. Sexual Misconduct Complaints by Reporting Party Affiliation

<table>
<thead>
<tr>
<th>Category of Sexual Misconduct Reported</th>
<th>Under-graduate</th>
<th>Graduate</th>
<th>Staff</th>
<th>Faculty</th>
<th>Other University Affiliate</th>
<th>Non-University member</th>
<th>Unknown</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Stalking</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td><strong>11</strong></td>
<td><strong>1</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>1</strong></td>
</tr>
</tbody>
</table>

Table 2. Sexual Misconduct Complaints by Responding Party Affiliation

<table>
<thead>
<tr>
<th>Category of Sexual Misconduct Reported</th>
<th>Under-graduate</th>
<th>Graduate</th>
<th>Staff</th>
<th>Faculty</th>
<th>Other University Affiliate</th>
<th>Non-University member</th>
<th>Unknown</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Stalking</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td><strong>10</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>1</strong></td>
<td><strong>1</strong></td>
<td><strong>1</strong></td>
</tr>
</tbody>
</table>
*These statistics may vary from the published Annual Security Report statistics as it only includes those reports that the University received notice of and which engaged in the disciplinary process. Clery reportable crimes may also include aggregate data provided by confidential resources, such as Health Services, Counseling Services, and the Milford Rape Crisis Center College Advocate, which can appear as an increase in reported sex offenses.

The Milford Rape Crisis Center College Advocate received 21 unique reports of sexual misconduct from University of New Haven students in the 2014-15 Academic Year. Over the course of the academic years 2012-13, 2013-14, and 2014-15, the College Advocate reported receiving reports from 94 University of New Haven students. These statistics represent confidential reports, of which the University has limited information about. To protect the privacy and confidentiality requested by her clients, the College Advocate does not share identifiable or narrative information with the Title IX Coordinator, unless the report reveals a risk to the larger campus community or a pattern of predation.

Anonymous Online Reporting Procedures

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

   

2. Bias Incident Response Form:

   [http://www.newhaven.edu/674504](http://www.newhaven.edu/674504)

3. Behavioral Intervention Team Report It! Don’t Ignore It! Form:

   [http://www.newhaven.edu/reportit](http://www.newhaven.edu/reportit)

Although the University has publicized these anonymous reporting options, our records indicate that a majority of students choose to report sexual misconduct incidences through the Milford Rape Crisis Center’s College Advocate, and Dean of Students Office. Our records also indicate that many third party reports arise from the Office of Residential Life or Campus Police Department’s incident reports. Collaborative relationships between the Title IX Coordinator and these offices provide students with numerous options for reporting.

Descriptive Summaries of Complaints

The descriptive summaries of complaints are organized in tables based on the path that the reporting party chose to engage in after their disclosure; Formal Institutional Investigation/Hearing, Informal Institutional Reports, Formal Human Resources Investigation, or Informal Human Resources Report.
## Formal Institutional Investigation/Hearing

*During the 2014 calendar year (January 1, 2014 – December 31, 2014), there were 5 new formal complaints brought forward to the Sexual Misconduct Board, which are reported in this table.*

<table>
<thead>
<tr>
<th>Reporting Party</th>
<th>Responding Party</th>
<th>Category of Misconduct Reported</th>
<th>Descriptions/Actions Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Student</td>
<td>Undergraduate Student</td>
<td>Sexual Assault <em>(Nonconsensual Sexual Intercourse)</em></td>
<td>A female UNH student alleged that a male UNH student engaged in sexual intercourse without her consent. The Sexual Misconduct Board did not find sufficient evidence to support the allegation, thus the responding party was found not responsible. No-contact order restrictions were continued and class accommodations were provided for the reporting party.</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>Unknown</td>
<td>Sexual Harassment</td>
<td>A female UNH student alleged that members of her residence hall were sexually harassing her with inappropriate messages. The Sexual Misconduct Investigation Team was unable to identify possible responding party(s). Training was coordinated for the full residential building on sexual harassment and available resources.</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>Undergraduate Student</td>
<td>Stalking</td>
<td>A female UNH student alleged that a male UNH student sent numerous unwanted messages to her and made threatening comments. The Sexual Misconduct Board found sufficient evidence, thus the responding party was found responsible. The responding party was expelled.</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>Undergraduate Student</td>
<td>Sexual Assault <em>(Nonconsensual Sexual Contact)</em></td>
<td>A female UNH student alleged that a male UNH student engaged in touching of a sexual nature without her consent. The Sexual Misconduct Board found sufficient evidence, thus the responding party was found responsible. The responding party was placed on disciplinary probation through his graduation, has restricted access to residential buildings, and the no contact order restrictions were continued.</td>
</tr>
</tbody>
</table>
A female UNH student alleged that a male UNH student engaged in touching of a sexual nature without her consent.

The Sexual Misconduct Board found sufficient evidence, thus the responding party was found responsible. The responding party was placed on disciplinary probation through his graduation, has restricted access to student organization meetings, no contact order restrictions were continued, and he was removed from on-campus residences.

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**Informal Institutional Report**

*During the 2014 calendar year (January 1, 2014 – December 31, 2014), there were 7 new informal complaints brought forward to the Sexual Misconduct Board, which are reported in this table. In each case, the reporting party was provided information regarding the institutional complaint process, criminal complaint process, and informal remedies, however declined to pursue the matter at this time. Reporting parties were given access to all informal remedies, such as class accommodations, living or working accommodations, transportation accommodations, and support services available on/off campus.*

<table>
<thead>
<tr>
<th>Reporting Party</th>
<th>Responding Party</th>
<th>Category of Misconduct Reported</th>
<th>Descriptions/Actions Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Student</td>
<td>Undergraduate Student</td>
<td>Sexual Harassment</td>
<td>The Dean of Students received a report of incident in which a female UNH student was allegedly sexually harassed by a male UNH student. The reporting party was offered services, but declined to pursue a formal complaint.</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>Undergraduate Student</td>
<td>Intimate Partner Violence</td>
<td>A third party reported a possible intimate partner violence situation occurred between a female UNH student and male UNH student, who were previously in a dating relationship. The reporting party was contacted and declined to pursue a formal complaint. Support services and options were provided.</td>
</tr>
<tr>
<td>Undergraduate Students</td>
<td>Undergraduate Student</td>
<td>Sexual Harassment</td>
<td>A third party reported possible incidence of sexual harassment occurred between the reporting and responding party. The responding party declined to file a report and declined to pursue a formal complaint.</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>Non-University Affiliate</td>
<td>Sexual Assault <em>(Nonconsensual Sexual Contact)</em></td>
<td>A third party reported an alleged incidence of nonconsensual sexual contact between the female UNH student and responding party. The reporting party chose to pursue assistance from Campus Police, but declined to pursue a formal complaint. The responding party was permanently banned from campus, and criminal charges are pending.</td>
</tr>
<tr>
<td>Unknown</td>
<td>Undergraduate Student</td>
<td>Sexual Assault <em>(Nonconsensual Sexual Intercourse)</em></td>
<td>A third party reported indicated that a possible sexual assault may have occurred, but there was insufficient evidence to confirm the allegation. A specific reporting party was not identified.</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>Undergraduate Student</td>
<td>Sexual Harassment</td>
<td>The reporting party alleged that a male UNH student was sexually harassing her. An informal resolution was requested. The responding party met with the Dean of Students Office and was warned about harassing behaviors. A mutual no contact order was put into place, and the reporting party was provided class accommodations.</td>
</tr>
<tr>
<td>Graduate Student</td>
<td>Undergraduate Student</td>
<td>Stalking</td>
<td>A female UNH student alleged that a male UNH student may have been stalking her. The reporting party declined to pursue a formal complaint, but did request a mutual no contact order be put in place. A mutual no contact order was utilized and support services were offered to the reporting party.</td>
</tr>
</tbody>
</table>
Conclusion

To learn more about the terminology used in this report, please review the University of New Haven’s Title IX and Sexual Misconduct Policy for the definition of terms. The full Title IX Policy can be viewed online in the University’s Student Handbook, or it can be viewed directly at: http://www.newhaven.edu/870176.pdf.

In the event that sexual misconduct, gender-based violence or the crimes of sexual assault, stalking, dating violence or domestic violence do occur, the University of New Haven takes the matter very seriously. The University employs interim protection measures such as interim suspensions and/or no contact orders in any case where a student’s behavior represents a risk of violence, threat, pattern or predation. If a community member is accused of sexual misconduct, other gender-based violence or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence, s/he is subject to action in accordance with the Sexual Misconduct Policy in the Student Handbook. Any community member wishing to officially report such an incident may do so by contacting the Title IX Coordinator, Caroline Koziatek (203.932.7479 or ckoziatek@newhaven.edu) or Deputy Title IX Coordinator for Student Sexual Misconduct, Rebecca Johnson (203.932.7176 or rjohnson@newhaven.edu). Anyone with knowledge about sexual misconduct or gender based violence or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence is encouraged to report it immediately. Protective measures for victims are available from the campus whether a victim pursues a formal complaint through the University of New Haven process.
Know Your Rights & Options

Addendum 1 – Marketing & Publication Images
HOW TO REPORT:

WHEN SHOULD I CONTACT A TITLE IX COORDINATOR?

Any responsible employee who has concerns or is notified of an incident of sexual misconduct/misconduct is encouraged to contact the Title IX Coordinator immediately.

CONTACT A COORDINATOR IF YOU:

- wish to understand your options if you think you may have experienced discrimination or sexual misconduct;
- have received a report of sexual misconduct/misconduct. You should also report incidents of concern, especially if you are unsure if they would constitute sexual misconduct;
- need help on how to handle a situation by which you are indirectly affected;
- need guidance on possible informal remedies or administrative measures to de-escalate or alleviate a difficult situation;
- have questions about University of New Haven policies and procedures.

QUESTIONS?

FOR FURTHER INQUIRIES ABOUT YOUR ROLE AS A RESPONSIBLE EMPLOYEE OR TO MAKE A REPORT REGARDING A FACULTY/STAFF MEMBER, PLEASE CONTACT:

Caroline Kudlick
Vice President of Human Resources
Title IX Coordinator & Diversity Officer
Berg Hall
300 Bostock Post Road
West Haven CT 06516
(203) 932-7429
diversity@newhaven.edu

TO MAKE A REPORT REGARDING A STUDENT, PLEASE CONTACT:

Rebecca Johnson
Associate Vice President for Student Affairs
Dean of Students & Security Title IX Coordinator for Student Sexual Misconduct
(203) 932-7176
cho@newhaven.edu

FOR INFORMATION REGARDING UNIVERSITY SEXUAL MISCONDUCT/MISCONDUCT POLICIES, PLEASE CONTACT:

Brie Baker
Associate Director of Student Affairs
(203) 932-2995
bbaker@newhaven.edu

MORE INFORMATION:

REPORTING STRUCTURE:

The University of New Haven provides all community members with access to its sexual misconduct policy, which details information as well as possible sanctions for sexual misconduct or harassment policy violations.

As a responsible employee, you should be well informed of these policies and review them often.

Title IX requires that responsible employees report all known incidents of sexual discrimination or misconduct. In doing so, you are required to disclose no more information about the incident than you have available.

BEFORE SPEAKING TO ANY STUDENTS ABOUT A COMPLAINT, IT IS YOUR RESPONSIBILITY TO:

A. Notify him/her that the responsible employee, if you are required to report all known facts of a sexual misconduct violation to the Title IX Coordinator, which may include personal identifying information.

B. Advise him/her that they can ask the University to maintain confidentiality. While every effort is made to preserve the privacy of the student, confidentiality cannot be guaranteed if the University determines that a formal investigation is warranted or for it to effectively respond to the harassment or prevent the harassment or other offenses.

C. If they wish to discuss the incident in complete confidentiality, they should report to any Title IX Coordinator, or to the campus and community resource.

D. Lastly, the University encourages all those who have experienced any form of sexual misconduct to seek out all available campus and community resources, and pursue University conduct action and/or legal proceedings against the offender.

The University of New Haven is continually working to remain in compliance with regulations regarding Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in any of its programs, policies, or activities.

The University is committed to providing an environment that promotes excellence, responsibility, respect, understanding, integrity, and service. The University adheres to the philosophy that all community members should enjoy an environment free from sexual misconduct of any kind.

CAMPUS POLICE:
300 Boston Post Road
203.932.7070 (emergency)
203.932.7014 (non-emergency)

The University of New Haven is a community committed to providing an environment that promotes excellence, responsibility, respect, understanding, integrity, and service.

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THE CLERY ACT Requires
YOU TO REPORT:

- Murder
- Non-negligent Manslaughter
- Felony Assault
- Non-Fatal Felony Assault
- Arson
- Homicide
- Rape
- Domestic Violence
- Dating Violence
- Stalking
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Homicide
- Rape
- Drug/Alcohol Offenses
- Weapons Offenses

The Clery Act requires the University to disclose statistics concerning the occurrence of certain crimes on campus. A crime is defined as an offense which occurs on campus property or on any property affiliated with the University. These offenses include murder, non-negligent manslaughter, negligent manslaughter, forcible and non-forcible rape, robbery, aggravated assault, burglary, and motor vehicle theft. The information is reported in the Annual Security Report (ASR) and published on the University's website. The ASR provides information about the number of reported crimes, the location of the incidents, and the type of crime. This report is required to be distributed to all students and employees annually and is available online at <https://www.thenewhaven.edu/security-report>. The University of New Haven is committed to providing a safe and secure environment for all members of the community.
**ON-CAMPUS RESOURCES**

Campus Advocate
Phone: (203) 252-1000
Email: deangelo@newhaven.edu

University Counseling & Psychological Services
Phone: (203) 252-1202

Campus Public Safety
Phone: (203) 252-1000 (Internal), (203) 252-2915 (Emergency)

University Health Services
Phone: (203) 252-2079

Office of the Dean of Students
Phone: (203) 252-2335

Office of Residential Life
Phone: (203) 252-2910

**OFF-CAMPUS RESOURCES AND HOTLINES**

 Rape Crisis Center of New Haven
Phone: (203) 288-4927

BUCN
www.bucn.org

CONVERS
www.convers.org

Riseline: 211 Safe Tots and Confidential Hotline
1-888-843-5771 (English) / 1-888-843-8332 (Español)

All services are for all genders and sexual orientations and are English-Spanish speaking, unless otherwise noted.

**HELP IS AVAILABLE**

This project was supported by Grant No. 2017-VA-M001 awarded by the Office of Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication are those of the authors and do not necessarily reflect the views of the Department of Justice, Office of Violence Against Women.

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**WHAT IS SEXUAL ASSAULT?**

- Sexual assault is attempted or completed unwanted sexual contact, touching, or penetration.
- This can be done with an object, finger, genitals, or other body parts.
- Any sexual contact that is involuntary, such as with force, threat, coercion, or without consent is sexual assault.
- Consent is the verbal and nonverbal affirmative agreement to sexual activity, and must be given/received at every stage.
- Consent can be withdrawn at any time.
- Incapacitation by drugs or alcohol excuses consent.
- Anyone can be a victim of sexual assault, regardless of age, gender, orientation, or disability.
- The Department of Justice reports that 1 out of 5 women and 1 out of 20 men experience sexual violence in their lifetime.

For the University's Sexual Misconduct Policy, visit: www.newhaven.edu/sexualsecretion

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**FACTS ABOUT SEXUAL ASSAULT**

- Approximately 1 in 4 college women will experience sexual assault during their college careers.
- Nearly 2 minutes, someone is sexually assaulted in the U.S.
- 75% of those who have been raped don't report their experience to anyone.
- 1 in 2 college campaigns, 1 in 6 students have been a victim.
- David Leibst and Paul Miller conducted a study that found 1,892 college males that 76 men were raped in 1982.
- 76 men were raped in 1982.
- 1,892 college males were raped in 1982.
- 3 men were raped in 1982.
- Alcohol-related sexual assaults are 5 times more likely to occur than forcible sexual assaults.
- Men can be sexually assaulted too, about 26% of men in the U.S., and 2.7 million men have experienced attempted or completed rape.
- According to the National Institute of Justice, 6% of men experienced sexual assault in a 6-month period in college.
- Fewer than 5% of sexual assaults are even reported to campus officials.
- A study conducted by the CDC in 2010, found that 3.7 million women or 10% of women and more than 2 million gay or bisexual men experience sexual violence in their lifetime.

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**IF YOU ARE A VICTIM OF SEXUAL ASSAULT:**

- Get to a safe place.
- Reach out for support from someone you trust.
- If you think you might have evidence collected, don’t change your clothes, bathe, or go to the bathroom.
- If you have clothing, bring the clothes you were wearing at the time of the assault in a paper bag to the hospital.
- Seek medical attention as soon as possible.
- If you think the assault could result in a pregnancy, you may want to consider medical intervention (e.g., Plan B).
- Contact the police, the hotline number, or visit UConn’s Counseling Center, Health Services, or Campus Police to obtain support and resources.
- An advocate or friend can accompany you to the hospital.

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**HELPING A FRIEND**

- Listen, but don't push them to talk if they don't want to.
- Avoid victim-blaming questions or statements like “Why did you get yourself in this situation?”
- Don't get mad at your friend for what has happened to them.
- Allow them to make their own decisions about what steps they want to take next.
- Report what they say about them and to take care of themselves.
- Don't forget to take care of yourself and manage your own emotions.
- Don’t express any wish or intent to harm the perpetuator.
ON-CAMPUS RESOURCES
Campus Appliances
MRC@newhaven.edu | 203.305.1759
Counseling & Psychological Services
203.932.7332
Counseling Services
203.932.7014 | 203.932.7070 (Emergencies)
University Health Services
203.932.7070
Dean of Students Office
203.932.7432
Office of Residential Life
203.932.7070

OFF-CAMPUS RESOURCES
AND HOTLINES
National Anti-Violence Project Hotline (LGBTQ):
24 Hour Hotline: 212-714-1141
English and Spanish
Rape & Sexual Assault Support Group
203.932.7070
CT Coalition Against Domestic Violence
24 Hour Statewide and Confidential Hotline:
888-778-2900 | 844-631-9020 Spanish
www.ctcadv.org
BHFare — The Umbrella Center for Domestic Violence Services
203.736.2601 | www.bhfare.org
Rape Crisis Center of Milford
203.879.1212 | www.rccmilford.org

HELP IS AVAILABLE

SAME-SEX RELATIONSHIP ABUSE AMONG COLLEGE STUDENTS

VIOLENCE PREVENTION AND INTERVENTION CENTER
Lower Level Student Center | 203.479.4166
www.newhaven.edu/vpic

FACTS ABOUT SAME-SEX RELATIONSHIP ABUSE

- One out of 3 to 1 out of 4 same-sex couples have experienced relationship abuse.
- One study found that 51% of LGBTQ relationship abuse victims were women, 45% were men, and 4% were transgender.
- The pattern of abuse is a cycle of physical, emotional, and/or psychological maltreatment. These leave victims feeling scared, alone, and as though the abuse is their fault.
- Physical and sexual abuse often occur together.
- LGBTQ abusers may threaten to “out” their partner. Thus, the threat of isolation is intensified.
- LGBTQ victims may be reluctant to seek help out of fear of losing a lack of solidarity with the LGBTQ community.
- Individuals in same-sex couples are more likely to fight back, which lends authorities to think the abuse is mutual.

HOW TO HELP A FRIEND

- Don’t ignore it.
- Let your friend know privately that you are aware of the situation.
- Be a good listener.
- Let your friend make their own decision about what to do.
- Do not judge your friend’s decisions.
- Remember that leaving an abuse is a process, not an event.
- Let your friend know who is not responsible for the abuse and does not deserve it.
- Give your friend the space to express their hurt, anger and/or fear.
- Don’t express any wish or intent to harm the abuser.
- Remember that the person may be in more danger of violence when they leave their abuser.
- Tell your friends about available resources.

WHAT TO DO IF YOU ARE BEING ABUSED

- Call 911 if you are in danger.
- Don’t keep silent. Tell a friend. Seek help through counseling or a support group.
- Establish a safe room or site with those whom you trust, so they know when to call for help for you.
- Keep records of all incidents and dates violence occurs. In case you need to report the abuse to the police.
- Notify your workplace and school of the abuse.
- Try not to be provoked into retaliating with verbal or physical abuse yourself.
- Plan for the worst. Have a safe and discreet place to go to.

You are NOT ALONE.

NOBODY DESERVES TO BE ABUSED.

This project was supported by Grant No. 2018-MX-0010 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this program are those of the authors and do not necessarily reflect the views of the Department of Justice Office on Violence Against Women.

You may be in an abusive relationship if your partner:

- Is jealous, possessive, or isolates you.
- Makes you feel as though you are always walking on eggshells.
- Blames you for their abusive behavior, and says you provoked it.
- Stays to control where you go, whom you talk to, or where you see.
- Hits, pushes, scratches, kicks, or hurts you physically.
- Constantly intimidates or humiliates you.
- Does not appear to be interested in any acts that are unwanted or make you uncomfortable.
- Threatens you, your loved ones, or your pets.
- Monitors where you are and who you are with.
- Calls/texts you repeatedly.
- Forces you to engage in sexual acts that are unwanted or make you uncomfortable.
INTIMATE PARTNER VIOLENCE

VIOLENCE PREVENTION
AND INTERVENTION CENTER

Lower Level Sheffield  |  203.419.6168
www.newhaven.edu/vpi

VIOLENCE PREVENTION
AND INTERVENTION CENTER

DOES YOUR PARTNER...

Use coercion and threats?
- Makes decisions for you
- Makes you spend money in certain ways
- Makes you feel afraid to leave
- Makes you feel threatened
- Makes you feel isolated

Use emotional abuse?
- Tells you how bad you are
- Makes you feel worthless
- Shames you
- Refuses to talk to you
- Makes you feel guilty
- Threatens to commit suicide

Isolate you?
- Makes you feel isolated
- Makes you feel alone
- Makes you feel helpless
- Makes you feel hopeless

Physically abuse you?
- Pushes, shoves, slams, or hits you
- Pushes you by pulling your hair
- Hits you with a fist or something hard
- Threatens to hit or never hit you

Sexually abuse you?
- Forces you into having sex when you don’t want to
- Makes you feel guilty
- Makes you feel unsafe
- Makes you feel dirty

User privilege?
- Makes you feel inferior
- Makes you feel isolated
- Makes you feel hopeless
- Makes you feel helpless

IF YOU ARE IN AN ABUSIVE RELATIONSHIP:

- Think of a safe place to go during an argument
- Avoid rooms with windows or windows
- Make a list of safety questions to keep them
- Establish safe phone numbers
- Keep records of all incidents and dates violence occurred
- Notify your work and school of the abuse

PHYSICAL
- Banging or hitting
- Kicks
- Punching
- Strangling

EMOTIONAL
- Verbally abusive
- Harassment
- Verbal threats

VERBAL
- Shouting
- Crying
- Throwing things

FINANCIAL
- Stealing
- Taking money
- Taking personal belongings

HELPING A FRIEND

- Listen
- Offer support
- Encourage them to get help

FACTS ABOUT ABUSE:

- At least 57% of women who were in abusive relationships, and 10% of men were in college
- The prevalence of sexual assault occurring in 72% of abusive relationships
- At least 1 in 5 college women have been verbally abused
- At least 3 in 4 college students are harassed by their partner through threats or actions
- About 14% of college students in abusive relationships are psychologically (emotionally) or sexually abused

- 96% of women and 86% of men in abusive relationships endure their violence between the ages of 18 and 34.
ON-CAMPUS RESOURCES
University Counseling & Psychological Center
203-932-7332
Campus Police Department
203-932-7014 | 203-932-7010 (Emergencies)
University Housing Services
203-932-7079
Dean of Students Office
203-932-7422
Office of Residential Life
203-932-7076

OFF-CAMPUS RESOURCES AND HOTLINES
RAINN
www.rainn.org/newsroom/sexual-assault-issues/stalking
Connecticut Coalition Against Domestic Violence
24 hour Hotline: 1-800-477-3673
PeaceLine: www.peaceline.org
Rape Crisis Center of Milford
203-878-1212 | www.rccmilford.org

HELP IS AVAILABLE
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VIOLENCE PREVENTION AND INTERVENTION CENTER
Lower Level Sheffield | 203-475-4168
www.newhaven.edu/vpic

WHAT SHOULD I DO?
- If you're in immediate danger, call 911.
- Take threats seriously.
- Don't respond to communication attempts.
- Document all incidents, and save all texts, calls, voicemails, and other evidence.
- Assist going places alone.
- Plan how to get away safely if confronted by your stalker.
- Keep your mobile.
- Consider getting an order of protection.
- Notify the school, campus police, and your place of employment.
- File a police report for all incidents.
- If you share a house, living space, or an automobile with your stalker, contact the Office of the Dean of Students so this can be remedied.
- To access the campus policy on stalking, go to website for the Office of the Dean of Students.

DID YOU KNOW?
- 1 in 6 women, and 1 in 19 men in the United States will have been stalked during some point in their lives.
- The highest rates of stalking occur between ages 18 and 24.
- The most common type of stalker for women is a current or former partner and for men an acquaintance or a current or former partner.
- A study found that more than 34% of college women were stalked in one school year.
- Those who identify as LGBTQ are twice as likely as heterosexual individuals to be stalked on a college campus by a stranger.
- Two-thirds of stalkers pursue their victims at least once per week, but many daily, using more than one method.
- Stalking persists an average of 15 months, but can last for years.

HOW DO I KNOW IF I'M BEING STALKED?
Is someone:
- Following, tapping on you?
- Making unwanted and repeated calls and hanging up, or trying to talk to you?
- Sending you unwanted emails or texts?
- Leaving you unwanted gifts or other items?
- Vandalizing or damaging your property?
- Using technology to track or monitor you?
- Threatening your safety or the safety of someone close to you, including pets?
- Repeatedly showing up where you are, with no reason to be there?
- Using violence to control, terrify or frighten you?
If so, you may be being stalked.

STALKING CAN HAPPEN TO ANYONE

Using Technology to Stalk
Social Media such as Facebook, Twitter, Snapchat, Instagram, and similar sites are breeding grounds for information for stalkers.
- Give out your password and/or your username only to trusted individuals.
- If you believe you are being stalked online, monitor any relevant posts or pictures and screenshot any messages or attempts from the stalker for evidence.

How Can I Help a Friend Who Is Being Stalked?
- Listen and support your friend.
- Take the situation seriously.
- Offer to contact campus police.
- Encourage her or him to contact the resources listed in this pamphlet for more information.
For students who have experienced any form of sexual assault, harassment, intimate partner violence (domestic or dating violence), and/or stalking.

**Medical Assistance**
- Students are encouraged to go to UNH Health Services for medical services during regular business hours. UNH Health Services is able to provide health services and referrals.
- A Sexual Assault Exam is available at any local hospital. The exam includes preventive treatment for STIs, pregnancy, and evidence collection. You may contact the College Advocate to accompany you to this exam. A police report or criminal complaint is NOT required to receive this medical assistance. This exam is free regardless of your decision to file a criminal complaint.

**Police Emergency Services**
- UNH Campus Police provides 24-hour emergency services and police protection.
- If you are involved in an off-campus emergency, you are encouraged to call 9-1-1 for emergency services from West Haven Police Department.
- If you have the EmergenseeU app, you can activate the app to send live video, audio, and GPS to public safety as well as your personal contacts in times of distress.

**Support Services & Accommodations**
- The Dean of Students Office assists with housing & academic accommodations, referrals, and disciplinary procedures.
- Counseling & Psychological Services can provide individual counseling and psychotherapy, crisis intervention & consultations.
- The College Advocate & Rape Crisis Center of Milford provides a 24/7 crisis hotline, advocacy and counseling services.
- The Umbrella Center for Domestic Violence Services provides a 24/7 crisis hotline, walk-in crisis centers, advocacy, referrals, and counseling services.
- The Office of Residential Life & Campus Access Services facilitate housing/academic accommodations.

**Title IX Coordinator**
Caroline Kodatok, 203.932.7479
Ensures Title IX Compliance & investigates complaints of Title IX or University policy violations.

**Deputy Title IX Coordinator for Student Sexual Misconduct**
Rebecca Johnson, 203.932.7176
Ensures all complaints of student sexual misconduct are effectively investigated and the educational environment is restored for all parties.
UNH Sexual Misconduct on Campus: Responding to Students

SEXUAL MISCONDUCT ON CAMPUS: RESPONDING TO STUDENTS
EMPLOYEE GUIDE FOR ASSISTING STUDENTS

Information to assist students who have experienced any form of sexual assault, harassment, intimate partner violence (domestic or dating violence), and/or stalking.

1. LISTEN

Create a safe environment for the student by actively listening, and responding in a non-judgmental supportive manner.

► Remind the student that the only confidential sources on campus are Health Services, Counseling & Psychological Services, and the University Chaplain. The College Advocate is a confidential resource available to all students through our partnership with Milford Rape Crisis Center.
► Ask about their safety.
► Do not ask questions or try to make a judgment about the incident. You are not the investigator.

2. PROVIDE

Ensure the student’s safety and wellbeing by providing the student with resources on and off campus, as well as their reporting options.

► Students should receive a copy of UNH’s Know Your Rights brochure, which provides them with numerous resources as well as their reporting options. Hard copies of the brochure are available in the Dean of Students Office, Title IX Coordinator Office, Campus Police, and thru all confidential sources. The brochure is also available online at www.newhaven.edu/titleix.
► Connect students with Health Services, Counseling & Psychological Services, or another confidential source if they so choose.

3. ALERT

To continue to ensure the student’s safety, you are required to report the disclosure to UNH’s Deputy Title IX Coordinator for Student Sexual Misconduct.

Rebecca Johnson, 203.992.7176, rjohnson@newhaven.edu

Title IX requires you provide all information you were given about the incident, including identifying information of any students involved. If the student has requested confidentiality, you may include that in your report.

Disclosures involving employees should be reported to the University Title IX Coordinator.

Caroline Koziatek, 203.992.7479, ckoziatk@newhaven.edu

The University’s Sexual Misconduct Policy describes the University’s prevention policy toward sexual misconduct of any kind, including sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating violence, intimate partner violence, domestic violence, stalking, and intimidation. It also provides guidance for students, faculty, or staff who have been subjected to sexual misconduct, outlines the University’s disciplinary response, and identifies campus and community resources available to members of the University community.

To read the entire UNH Sexual Misconduct Policy, please visit www.newhaven.edu/sexualmisconduct.
RESOURCES & REFERRAL OPTIONS FOR STUDENTS

In the event that a student discloses a sexual misconduct incident to you, please provide them with the following options.

<table>
<thead>
<tr>
<th>Medical Assistance</th>
<th>Support Services</th>
<th>Police Emergency Assistance</th>
<th>Housing or Academic Accommodations</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNH Health Services 203.932.7079</td>
<td>UNH Counseling &amp; Psychological Services 203.932.7332</td>
<td>On-Campus: UNH Campus Police 203.932.7070</td>
<td>Dean of Students Office 203.932.7432</td>
</tr>
<tr>
<td>Milford Hospital 203.876.4000</td>
<td>Rape Crisis Center of Milford 24/7 Hotline 203.876.1212</td>
<td>Off-Campus: West Haven Police Department 911</td>
<td>Office of Residential Life 203.932.7076</td>
</tr>
<tr>
<td>Urgent Care Walk-in Center 203.876.4101</td>
<td>Umbrella Center for Domestic Violence Services 24/7 Hotline 203.789.8104</td>
<td></td>
<td>Campus Access Services 203.932.7332</td>
</tr>
<tr>
<td>Yale New Haven Hospital Main Campus 203.886.2222</td>
<td>CONNSACS Statewide Toll Free Hotlines 888.999.5545 English 888.566.8332 Spanish</td>
<td></td>
<td></td>
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<tr>
<td>St. Raphael’s Campus 203.789.3464</td>
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</tbody>
</table>

Right to Pursue Legal and/or Campus Process

The University encourages all those who have experienced any form of sexual misconduct to report the incident promptly, to seek out all available campus and community resources, and pursue University conduct action and/or legal proceedings against the offender.

Retaliation

Both Title IX and UNH prohibit retaliation against any person for using this reporting system and/or for participating in investigations or subsequent proceedings. The University will take steps to prevent retaliation and take strong responsive action if it occurs. All parties should report any subsequent problems of harassment or retaliation to the University’s Title IX Coordinator.