<table>
<thead>
<tr>
<th>TOPIC</th>
<th>SECTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Violence Report Statistics and Data</td>
<td>1</td>
</tr>
<tr>
<td>Narrative</td>
<td>2</td>
</tr>
<tr>
<td>Disciplinary Cases and Final Outcomes of Disciplinary Cases Relating to Sexual Violence</td>
<td>3</td>
</tr>
<tr>
<td>BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy</td>
<td>4</td>
</tr>
<tr>
<td>BOR/CSCU Policy on Consensual Relationships</td>
<td>5</td>
</tr>
<tr>
<td>BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child</td>
<td>6</td>
</tr>
<tr>
<td>BOR/CSCU Student Code of Conduct</td>
<td>7</td>
</tr>
<tr>
<td>Gateway’s Sexual Misconduct Statement</td>
<td>8</td>
</tr>
<tr>
<td>Gateway’s Probation Letter</td>
<td>9</td>
</tr>
<tr>
<td>Gateway’s No Contact Order</td>
<td>10</td>
</tr>
<tr>
<td>Gateway’s Title IX Findings 1</td>
<td>11</td>
</tr>
<tr>
<td>Gateway’s Title IX Findings 2</td>
<td>12</td>
</tr>
<tr>
<td>Gateway’s Personal Counseling</td>
<td>13</td>
</tr>
<tr>
<td>Gateway’s IPV Findings</td>
<td>14</td>
</tr>
<tr>
<td>Title IX and Clery Reporting Flow Chart</td>
<td>15</td>
</tr>
<tr>
<td>Updated - Employee’s Requirement</td>
<td>16</td>
</tr>
<tr>
<td>Updated - Gateway’s Survivors Rights and Options Booklet</td>
<td>17</td>
</tr>
<tr>
<td>Updated - Gateway’s brochures on Sexual Assault, Intimate Partner Violence, Stalking, Sexting, LGBT, Gender Equity Center, Restraining and Protection Orders, Title IX and Clery</td>
<td>18</td>
</tr>
<tr>
<td>MOU with Women and Families Center</td>
<td>19</td>
</tr>
<tr>
<td>MOU with BHcare’s Umbrella Center for Domestic Violence Services</td>
<td>20</td>
</tr>
<tr>
<td>Updated - Website Information</td>
<td>21</td>
</tr>
<tr>
<td>Student Handbook - Sexual Misconduct Information</td>
<td>22</td>
</tr>
<tr>
<td>Clothesline Flyer</td>
<td>23</td>
</tr>
</tbody>
</table>
Red Flag Campaign Flyer 24
Silent Witness Flyer 25
Sex Ed Book Camp Flyer 26
Kyle Lacey Flyer 27
Where Do You Stand Campaign Flyer 28
I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS:

<table>
<thead>
<tr>
<th>Program Category</th>
<th>Number of Programs:</th>
<th>Prevention</th>
<th>Awareness</th>
<th>Risk Reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td></td>
<td>6</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Stalking</td>
<td></td>
<td>6</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td></td>
<td>6</td>
<td>10</td>
<td>7</td>
</tr>
</tbody>
</table>

Program Types:
(List and Describe Each Program Type)

Clothesline Project
The Clothesline Project is a visual display of tee shirts that provide testimony of different forms of violence. The tee shirts represent the particular experience of someone whose life has been affected by sexual assault, stalking, intimate partner violence, incest, attacked for political reasons, and lost their life due to violence. Students were invited to create a shirt about their own experience or in honor of someone they knew. During the public display, a clothesline is hung with tee shirts that students created. The goal of the Clothesline Project is the activity of designing a shirt that gives each student a new voice with which to uncover an often horrendous and terrible experience that has radically transformed the development of their life. Participating in the Clothesline Project delivers a powerful step towards helping a survivor break through the cloak of silence that has surrounded their experience. A copy of the flyer has been included in section 23.
Awareness: Sexual Assault, Stalking, Intimate Partner Violence

Red Flag Campaign
The Red Flag Campaign is a way to use bystander intervention to make people aware of sexual assault, intimate partner violence and stalking. Students wrote down different situations and sayings that would be a warning sign to someone, hence a red flag. The goal is for those who do not know what a warning sign/red flag looks like to learn and become more aware. Student can read the different red flags that are posted and help them to learn what is unhealthy. A copy of the flyer has been included in section 24.
Awareness: Sexual Assault, Stalking, Intimate Partner Violence

Silent Witness
The Silent Witness is a visual display of life size figures that represent local victims of domestic violence homicide. Each figure is a real victim that has a real name and a real story. This display offers a chance for students to see what can happen when domestic violence occurs, and may help them realize when they see names and stories of women and men in their community, that this is something that can happen to anyone. A copy of the flyer has been included in section 25.
Awareness: Sexual Assault, Stalking, Intimate Partner Violence
Sex Ed Boot Camp
The facilitators of Sex Ed Boot Camp came and offered a fresh perspective on human sexuality, and basic information that a good number of our students did not know. They provide our students with information on healthy sex, sexual responsibility, addressing Title IX, violence prevention, in addition to knowing what a healthy and unhealthy relationship is, as well as what stalking looks like. A copy of the flyer has been included in section 26.
Prevention: Sexual Assault, Stalking, Intimate Partner Violence
Awareness: Sexual Assault, Stalking, Intimate Partner Violence
Risk Reduction: Sexual Assault, Stalking, Intimate Partner Violence

Kyla Lacey
Kyla Lacey came and facilitated a poetry workshops for our college students. She help students write about events in their life as she also presented her own poetry which is based off of her own life experiences and triumphing over tragedy. A copy of the flyer has been included in section 27.
Awareness: Sexual Assault, Stalking, Intimate Partner Violence

Not Anymore Employee Training
Not Anymore is an interactive online program designed to provide information, education and help prevent sexual assault, intimate partner violence and stalking. The Gateway Not Anymore program was designed specifically for Gateway and provided Gateway employees with information on how to help if a student discloses, where to report, and where to find on and off campus services.
Prevention: Sexual Assault, Stalking, Intimate Partner Violence
Awareness: Sexual Assault, Stalking, Intimate Partner Violence
Risk Reduction: Sexual Assault, Stalking, Intimate Partner Violence

Gender Equity Tablings
The Gender Equity hosted a table twice a week throughout the year. The tabling had information on sexual violence, intimate partner violence, stalking, where to get help on and off campus, warning signs, services that can be provided, resources and how to offer help to others.
Prevention: Sexual Assault, Stalking, Intimate Partner Violence
Awareness: Sexual Assault, Stalking, Intimate Partner Violence
Risk Reduction: Sexual Assault, Stalking, Intimate Partner Violence

Sexual Violence
The Gender Equity Coordinator went into a number of different classes in the fall and spring semester to speak about sexual violence, stalking and intimate partner violence. The presentations covered what each of these topics really is, the statistics, the effects of the crimes, where primary and secondary victims can get help, how we as society can help stop it and make a different.
Prevention: Sexual Assault, Stalking, Intimate Partner Violence
Awareness: Sexual Assault, Stalking, Intimate Partner Violence
Risk Reduction: Sexual Assault, Stalking, Intimate Partner Violence

Healthy Relationships
A member from the local domestic violence center came to speak to different classes in both the fall and spring. She spoke about healthy relationship and how sexual assault, stalking, intimate partner violence can be involved in unhealthy relationships. The goal of Healthy Relationships is to get the students to understand that there are a number of different factors that can make a relationship unhealthy and there are services out there for those who are involved or know someone who is involved in an unhealthy relationship.
Prevention: Sexual Assault, Stalking, Intimate Partner Violence
Awareness: Sexual Assault, Stalking, Intimate Partner Violence
Risk Reduction: Sexual Assault, Stalking, Intimate Partner Violence

Staying Safe at Gateway for Students
Staying Safe at Gateway for students is held every semester during new student orientation where the topics of sexual assault, intimate partner violence and stalking are addressed. It covers where to get help on and off campus, as well as student’s rights and options. The goal of Stay Safe at Gateway is to prepare students who may be going through something or who have previously gone through something, understand that Gateway is here to help them and that they have a voice here.

Blue Lights
Gateway’s campus has the Blue Light system throughout the campus that allows anyone to call security for immediate assistance in case of an emergency of sexual assault, stalking, intimate partner violence and more.

II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:

<table>
<thead>
<tr>
<th>Campaign Category</th>
<th>Number of Campaigns:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Prevention:</td>
<td>Awareness:</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Stalking</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

Campaign Types:
(List and Describe Each Campaign Type)

Where Do You Stand – Men Can Stop Rape:
Is a bystander intervention campaign designed for college men, however we provided this campaign for both men and women. Where Do You Stand represents young men as positive partners and asks other men contemplate their own attitude about ending sexual violence. The campaign materials show persuasive examples of men being a positive role model and intervening in situations of sexual violence. A copy of one of the flyers has been included in section 28.

Statics Campaign:
The statics campaign was where Gateway would post different statistic every month around college on a number of different topics such as sexual assault, stalking, intimate partner violence, suicide, LGBT and title ix reporting.

Bulletin Campaign:
Each month the Gender Equity Center picked an awareness topic that was the focus of the month. Information, resources statistics, where to receive help and services.
### III. TOTAL REPORTED INCIDENCES OF SEXUAL VIOLENCE:

<table>
<thead>
<tr>
<th>Incident Category</th>
<th>Number of Incidents Reported</th>
<th>Number of Incidents Disclosed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>3</td>
<td>(located in part VI, number of disclosures)</td>
</tr>
<tr>
<td>Stalking</td>
<td>1</td>
<td>(located in part VI, number of disclosures)</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>1</td>
<td>(located in part VI, number of disclosures)</td>
</tr>
</tbody>
</table>

### IV.a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):

<table>
<thead>
<tr>
<th>Case Category</th>
<th>Total Number of Cases:</th>
<th>Final Outcome:</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Warning</td>
<td>Probation</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>3</td>
<td>NA</td>
<td>2</td>
</tr>
<tr>
<td>Stalking</td>
<td>1</td>
<td>NA</td>
<td>1</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>1</td>
<td>NA</td>
<td>1</td>
</tr>
</tbody>
</table>

### IV.b. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):

<table>
<thead>
<tr>
<th>Appeal Category</th>
<th>Total Number of Cases:</th>
<th>Outcome of Appeal Decision:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Upheld</td>
<td>Overturned</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>0</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>0</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>
### V.a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES):

<table>
<thead>
<tr>
<th>Case Category</th>
<th>Total Number of Cases</th>
<th>Final Outcome:</th>
<th>Reprimand:</th>
<th>Education/Training:</th>
<th>Administrative Leave:</th>
<th>Termination:</th>
<th>Other:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>0</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>0</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>

### V.b. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES):

<table>
<thead>
<tr>
<th>Appeal Category</th>
<th>Outcome of Appeal Decision:</th>
<th>Upheld:</th>
<th>Overturned:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Stalking</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>

### VI. TOTAL ANONYMOUS OR CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE INSTITUTION:

<table>
<thead>
<tr>
<th>Category</th>
<th>Number of Reports:</th>
<th>Number of Disclosures:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Anonymous:</td>
<td>Confidential:</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>0</td>
<td>6 (located in part III, number of incidents)</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>2 (located in part III, number of incidents)</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>0</td>
<td>10 (located in part III, number of incidents)</td>
</tr>
</tbody>
</table>
• History of Gateway: Gateway Community College is currently the largest of Connecticut's state community colleges, Gateway Community College (GCC) serves the residents and business of the Greater New Haven region with innovative educational programming and relevant social and cultural opportunities. Each year more than 14,000 individuals choose from over 90 accredited degree and certificate programs which they take for college credit, professional development and personal enrichment. The college awards associate degrees and certificates in academic programs that transfer to four-year universities, along with career-track programs in engineering and automotive technologies, technical studies, health care and business. College offerings are strengthened by community partnerships with area organizations and businesses that support programming, provide internships and community engagement opportunities for GCC students. Gateway's Resource Education and Training (GREAT) Center serves the community with short-term workforce training and professional development through partnerships with state and federal government agencies. The college also has the support of the Gateway Community College Foundation, Inc., which provides scholarships for students, and grants for professional development for faculty and staff. Gateway Community College received its name 25 years ago, on July 1, 1992, with the merging of South Central Community College in New Haven and Greater New Haven State Technical College in North Haven. The rich histories of the merged institutions is the foundation for over 50 years of learning excellence that makes Gateway Community College the excellent institution of higher learning it is today.

• In 2016, Gateway continued to house the Gender Equity Center for the second year. The Gender Equity Centers offers a safe and welcoming space that endorses a non-judgmental and supportive atmosphere. The Gender Equity Center Coordinator is available talk one on one with students seeking support, assistance, and victim centered counseling for a range of personal issues. We offer support services and referrals related
to gender based violence, survivors of sexual violence, intimate partner violence, stalking, acts of bias based on sexual orientation, women's health, and identity. Our lounge is a relaxing environment to stop in to check your e-mail, read, join a discussion group, pick up free safe sex supplies, or just relax. The center provides education, awareness and prevention programs on issues pertaining to sexual assault, stalking, intimate partner violence, LGBT and gender related issues, as well as a number of other topics. The center is overseen by the center’s Coordinator who provides awareness and prevention programs for these topics as well as ensure compliance of training mandates for students and employees including campus security authorities, responsibility employees, response training, Title IX and Clery. To date, since the opening in the fall of 2015 the Coordinator has provided services to 123 staff and students. The center has been able to offer students a place to feel safe and seek services at no cost.

- Gateway designed and sent out an online mandatory training for all Gateway staff called Not Anymore. The training included information on understanding what sexual assault, intimate partner violence and stalking is, how to report these situations when someone discloses, how to help student who have been effected by these topics, and where to find on and off campus services and referrals.

- During the 2016 year the Gender Equity Coordinator updated Gateway’s Employee Requirements handout, the Survivors Rights and Options booklet, in addition to sexual assault brochure, stalking brochure, intimate partner violence brochure, LBGT brochure, sexting brochure, title ix and clery brochure, obtaining restraining and protection order brochure, and about the Gender Equity Center brochure. An example of these Gateway’s documents has been included in sections 16, 17, 18.

- Gateway’s Campus Resource Team (CRT) continued to meet throughout the year. Some of the topics that were covered were updates on Not Anymore, CSCU Safe Grant, Public Act 14-11, Gateway Programing, Bystander Intervention and creating societal change. All CRT members were given a training on sexual assault, intimate partner violence and
stalking and how to handle discourses and reporting. Our CRT consists of critical campus officials as well as local community resources. Out CRT includes our Gender Equity Coordinator, Director of Student Engagement and Career Development, Dean of Student Affairs, Gateway Police Sergeant, Counselor, Student Accessibility Specialist, Professors, Student Development designee, Community Member from our local Sexual Assault agency, Community Member from our local Domestic Violence Agency, Community Member from our local health center, local District Attorney, local Police Sergeant, and a Gateway student.

- Gateway continued with our CORE team in 2016, which would meet to cover topics such as ongoing education campaigns, reaching out to other Gateway employees, ensure an appropriate and coordinated response to victims of sexual assault, stalking, and intimate partner violence. The CORE consists of the Gender Equity Coordinator, Director of Student Engagement and Career Development, Title IX Coordinator, Director of Student Engagement and Career Development, Dean of Student Affairs, Student Accessibility Specialist, Student Development designee and a counselor and Gateway Police Sergeant when needed.

- Gateway created a new flyer that is a flow chart for how to report for Title IX and Clery. The flow chart makes it easy for Gateway staff to know the difference between Title IX and Clery and what each topic entails. The flow chart explains who would be involved, how to report, and what to report. An example of Gateway’s Title IX and Clery Flow Chart has been included in section 15.

- Gateway continues with their two Memorandums of Understanding. One with the Women and Families Center a member center of the Connecticut Alliance to End Sexual Violence and one with BHcare’s Umbrella Center for Domestic Violence Services a member center of the Connecticut Coalition Against Domestic Violence. An example of Gateway’s MOU with the Women and Families Center has been included in section 19.
An example of Gateway’s MOU with BHcare’s Umbrella Center for Domestic Violence Services has been included in section 20.

- Gateway also updated their website content related to sexual assault, intimate partner violence and stalking. The most current information is provided for seeking services on and off Gateway’s campus as well as providing access to the Survivors Rights and Options booklet, all the brochures created specifically for Gateway and the Employee’s Requirement page. An example of Gateway’s website updates has been included in section 21.
Disciplinary Cases/Final Outcomes of Disciplinary Cases Relating To Sexual Violence

(Section 3)

- Gateway Community College listed 3 incident of sexual assault, 1 incidents of stalking, and 2 incidents of Intimate Partner Violence.

- In the first case of sexual assault fell under Gateway’s definition of sexual contact. A Title IX investigation was completed and the accused student was found responsible. The sanctions that were issued were:
  - Probation (See section 9)
  - No contact order (See section 10)
  - Completion of a sexual assault prevention education training (See section 11)
  - Must attend personal counseling (See section 11)
  - Letter of apology (See section 11)
  - Ban from Gateway’s parking garage (See section 11)

- In the second case of sexual assault it also fell under Gateway’s definition of sexual contact. A Title IX investigation was completed and the accused student was found responsible. The sanctions that were issued were:
  - Probation (See section 9)
  - No contact order (See section 10)
  - Completion of a sexual assault prevention education training (See section 12)
  - Must attend personal counseling (See section 12)
  - Letter of apology (See section 12)

- In the third case of sexual assault it also fell under Gateway’s definition of sexual contact. The complainant student asked that the accused student not receive any sanctions other than receive a developmental conversation.

- In the one case of stalking the accused student received the following sanctions:
  - Probation (See section 9)
  - No contact order (See section 10)
  - Developmental conversation
  - Must attend personal counseling (See section 13)

- In the one case of intimate personal violence the accused student received the following sanction:
  - Suspension (See section 14)
  - Probation (See section 9)
  - No contact order (See section 10)
- 100 hours of community restitution (See section 14)
- Violence and aggression paper (See section 14)
Sexual Misconduct Reporting, Support Services and Processes Policy
(Section 4)

Board of Regents for Higher Education
Connecticut State Colleges and Universities

Policy Regarding Sexual Misconduct Reporting, Support Services and Processes Policy

Statement of Policy
The Board of Regents for Higher Education (BOR) in conjunction with the Connecticut State Colleges and Universities (CSCU) is committed to ensuring that each member of every BOR governed college and university community has the opportunity to participate fully in the process of education and development. The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct, intimate partner violence and stalking. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and intimate partner violence.

The BOR strongly encourages victims to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate officials and pursuing criminal or disciplinary remedies, or both. The only way that action can be taken against anyone who violates another in such a manner is through reporting. Each and every BOR governed college and university shall provide those who report sexual misconduct with many supportive options, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct. Each and every BOR governed college and university will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All BOR and CSCU employees, victim support persons and community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all BOR and CSCU employees are required to immediately communicate to the institution’s designated recipient any disclosure or report of sexual misconduct received from a student as well as communicate any disclosure or report of sexual misconduct the employee received from another employee when misconduct is related to the business of the institution.

Affirmative consent must be given by all parties before engaging in sexual activity. Affirmative consent means an active, clear and voluntary agreement by a person to engage in sexual activity with another person. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff/faculty and students are discouraged pursuant to BOR policy.

The Board of Regents for Higher Education hereby directs the Connecticut State Colleges and Universities to implement the Policy stated above pursuant to the following provisions:
Terms, Usage and Standards

Consent must be affirmed and given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is a mutually affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent may be revoked at any time during the sexual activity by any person engaged in the activity.

Affirmative consent may never be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have affirmatively consented to any such activity which occurs after that consent is withdrawn. It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is sustained throughout the sexual activity. It shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student reporting or disclosing the alleged violation consented to the activity (i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or (ii) if the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because the student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication. The existence of a past or current dating or sexual relationship between the persons involved in the alleged violation shall not be determinative of a finding of affirmative consent.

Report of sexual misconduct is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution.

Disclosure is the receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.

Sexual misconduct includes engaging in any of the following behaviors:

(a) Sexual harassment, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual’s academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual’s dress or appearance
- use of sexually degrading words to describe an individual

Approved by Board of Regents 1/15/15 revised 6/16/16
Sexual Misconduct Reporting  
Support Services and Processes Policy

- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one’s educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation.

(b) **Sexual assault** shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent:

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

(c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone’s advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual’s sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one’s genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexual exploitation is further defined as a crime in Connecticut State Law.

(d) **Intimate partner, domestic and/or dating violence means** any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or

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former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as “domestic violence” are against family or household members or persons in dating or cohabitating relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse includes but is not limited to, damage to one’s property, driving recklessly to scare someone, name calling, threatening to hurt one’s family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a “dating relationship” existed is to be based upon the following factors: the reporting victim’s statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

(e) Stalking, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person’s ability to perform the activities of daily life.

As used in this definition, the term “contacting” includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, online community or any other internet communication) or remaining in the physical presence of the other person.

Confidentiality
When a BOR governed college or university receives a report of sexual misconduct all reasonable steps will be taken by the appropriate CSCU officials to preserve the privacy of the reported victim while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the campus community.

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic

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Violence Center. For the Colleges, confidential resources are limited to entities with statutory
privilege, such as off campus counseling and psychological services, health services providers,
member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence
Center. The personnel of these centers and agencies are bound by state statutes and professional
ethics from disclosing information about reports without written releases.

Information provided to a confidential resource by a victim of a sexual misconduct or the person
reported to have been the victim of sexual misconduct cannot be disclosed legally to any other
person without consent, except under very limited circumstances, such as an imminent threat of
danger to self or others or if the reported victim is a minor. Therefore, for those who wish to obtain
the fullest legal protections and disclose in full confidentiality, she he must speak with a confidential
resource. Each BOR governed college and university will provide a list of such confidential
resources in the College or University’s geographic region to victims of sexual misconduct as well
as publish these resources on-line and in various publications.

Where it is deemed necessary for the institution to take steps to protect the safety of the reported victim
and/or other members of the campus community, the institution will seek to act in a manner so as not
to compromise the privacy or confidentiality of the reported victim of sexual misconduct to the extent
reasonably possible.

Mandated Reporting by College and University Employees
Other than confidential resources as defined above, in addition to employees who qualify as Campus
Security Authorities under the Jeanne Clery Act, all employees are required to immediately
communicate to the institution’s designated recipient (e.g., Title IX Coordinator) any disclosure or
report of sexual misconduct received from a student regardless of the age of the reported victim. All
employees are also required to communicate to the institution’s designated recipient (e.g., Title IX
Coordinator) any disclosure or report of sexual misconduct received from an employee that impacts
employment with the institution or is otherwise related to the business of the institution.

Upon receiving a disclosure or a report of sexual misconduct, employees are expected to
supportively, compassionately and professionally offer academic and other accommodations and to
provide a referral for support and other services.

Further, in accordance with Connecticut State law, with the exception of student employees, any paid
administrator, faculty, staff, athletic director, athletic coach or athletic trainer who, in the ordinary
course of their employment, has a reasonable cause to suspect or believe that a person under the age
of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-
accidental injury is required by law and Board policy to report the incident within twelve hours to their
immediate supervisor and to the Department of Children and Families.

Rights of Parties
Those who report any type of sexual misconduct to any BOR governed college or university employee
will be informed in a timely manner of all their rights and options, including the necessary steps and
potential outcomes of each option. When choosing a reporting resource the following information
should be considered:

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- All reports of sexual misconduct will be treated seriously and with dignity by the institution.
- Referrals to off-campus counseling and medical services that are available immediately and confidential, whether or not those who report feel ready to make any decisions about reporting to police, a college or university employee or the campus’s Title IX Coordinator.
- Those who have been the victim of sexual misconduct have the right to take both criminal and civil legal action against the individual allegedly responsible.
- Those who seek confidentiality may contact a clergy member(s), a University counseling center psychologist, a University health center care provider, the Sexual Assault Crisis Center of Connecticut and/or the Connecticut Coalition Against Domestic Violence—all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.

Right to Notify Law Enforcement & Seek Protective and Other Orders
Those who report being subjected to sexual misconduct shall be provided written information about her/his right to:

1. notify law enforcement and receive assistance from campus authorities in making the notification; and,

2. obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:
   - standing criminal protective orders;
   - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
   - temporary restraining orders or protective orders prohibiting the harassment of a witness;
   - family violence protective orders.

Options for Changing Academic, Housing, Transportation and Working Arrangements
The colleges and universities will provide assistance to those involved in a report of sexual misconduct, including but not limited to, reasonably available options for changing academic, campus transportation, housing or working situations as well as honoring lawful protective or temporary restraining orders. Each and every BOR governed college and university shall create and provide information specific to its campus detailing the procedures to follow after the commission of such violence, including people or agencies to contact for reporting purposes or to request assistance, and information on the importance of preserving physical evidence.

Support Services Contact Information
It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All

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CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

Employee Conduct Procedures
Employees who are reported to have engaged in sexual misconduct are subject to discipline in accordance with the procedures applicable to the employee’s classification of employment.

Student Conduct Procedures
The Student Code of Conduct provides the procedures for the investigation, definitions of terms, and resolution of complaints regarding student conduct, including those involving sexual misconduct, as defined herein.

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for reported victims and accused students.

Reported victims of sexual misconduct shall have the opportunity to request that an investigation or disciplinary proceedings begin promptly; that such disciplinary proceedings shall be conducted by an official trained annually in issues relating to sexual misconduct and shall use the preponderance of the evidence (more likely than not) standard in making a determination concerning the alleged sexual misconduct.

Both the reported victim of sexual misconduct and the accused student are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual misconduct by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled and provided such an advisor or support person may not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct and each student shall have the opportunity to present evidence and witnesses on her/his behalf during any disciplinary proceeding.

Both the reported victim and accused student are entitled to be provided at the same time written notice of the results of any disciplinary proceeding, normally within one (1) business day after the conclusion of such proceeding, which notice shall include the following: the name of the accused student, the violation committed, if any, and any sanction imposed upon the accused student. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity of the violation(s). The reported victim shall have the same right to request a review of the decision of any disciplinary proceeding in the same manner and on the same basis as shall the accused student; however, in such cases, if a review by any reported victim is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. The reported victim and the accused student are entitled to be simultaneously provided written notice of any change in the results of any disciplinary proceeding prior to the time when the results become final as well as to be notified when such results become final.

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In accordance with the Family Educational Rights and Privacy Act (FERPA), the accused student and the reported victim have the right to keep their identities confidential.

Dissemination of this Policy
Upon adoption by the Board all CSCU institutions shall, upon receipt, immediately post and maintain this policy at all times in an easily accessible manner on each institution’s website. This policy shall thereafter be annually provided to all Title IX Coordinators, campus law enforcement officers and security personnel, and other campus personnel. Further, this policy shall be presented at student orientation and at student awareness and prevention trainings, and made broadly available at each campus. The policy shall be expanded upon by each institution to provide resources and contact information specific to their institution and geographic area as set forth above.
Policy on Consensual Relationships

BOR approved 11/21/13; annual distribution to employees required. Rescinds Connecticut State University System Policy regarding Consensual Relationships adopted pursuant to BB#05-13

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities’ respects that the educational mission of its institutions is founded on an atmosphere of mutual trust and respect between all members of the academic community. Faculty members, as well as those individuals upon whom the institution confers managerial, supervisory, or evaluative responsibilities, (including graduate assistants or undergraduate teaching assistants) carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the institution’s educational mission.

Because of the inherent imbalance of power and need for trust, faculty members, supervisory staff and those with evaluative authority should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a staff member and a student as well as when they occur between a supervisor and employee.

Such relationships can create real conflicts, are susceptible to an appearance of exploitation, and can impair the trust and integrity of the teaching, coaching, or other supervisory or evaluative relationship and may cause a perception of favoritism or bias on the part of the staff. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual and could potentially lead to sexual harassment charges.

Policy

Prohibited

Between employee and student: Consensual romantic, dating, or sexual relationships between any employee and any student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence are prohibited at all State Universities and Colleges. The evaluative relationship can take a variety of forms, such as teacher to student, advisor to advisee, coach to athlete, supervisor to student employee, or similar relationship.

Strongly Discouraged

Between employee and student: Romantic, dating or sexual relationships between employees and students over whom said employee does not have supervisory or evaluative authority are strongly discouraged. Such relationships are not only susceptible to future conflicts of interest, but also may present the appearance of impropriety.

If this situation exists, no employee should agree to supervise or evaluate a student with whom he or she has, or formerly had, a consensual relationship. A faculty member should inform the Dean if such a student wishes to enroll in a credit bearing course that he or she is teaching so that alternate arrangements can be made. Nor should a faculty member direct the student’s independent study, internship, or thesis; participate in decisions regarding grades; or write letters of recommendation or reference.
Between **employee and employee**: BOR discourages employees with supervisory or evaluative authority from engaging in romantic, dating or sexual relationships with employees who they supervise or evaluate. If such a relationship exists or develops, the supervisory employee must notify his/her manager so that arrangements can be made for the unbiased supervision and evaluation of the employee. These situations are handled on a case-by-case basis and may require transfer or reassignment of one or more employees.

**In the event of a Sexual Harassment Charge**
Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit.

**Sanctions**
All violations of this policy should be reported to Human Resources for investigation and appropriate administrative action, up to and including disciplinary action.
Policy Regarding Reporting Suspected Abuse or Neglect of a Child
(Section 6)

Policy Regarding Reporting Suspected Abuse or Neglect of a Child
BOR approved 1/17/14 and Revised 1/15/15; requires annual distribution to employees

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities (CSCU) accept that institutions of higher education foster educational opportunities for people under the age of 18 years. The BOR, in acknowledging the special care required for children, strives to the utmost to protect children on its campuses from any form of abuse or neglect.

Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer, collectively referred to as “mandatory reporters” who in the ordinary course of their employment has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to cause a report to be made to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

The BOR recognizes that each CSCU campus must be a safe and secure environment for children to grow and develop. Therefore, the BOR further requires mandatory reporters to report any witnessed or suspected abuse or neglect of a child on a CSCU campus to their immediate supervisor in addition to DCF. The supervisor must report the incident to their director or vice president who must then inform the campus President and the System Office Vice President for Human Resources or his/her designee.

If the director or vice president reasonably believes that a reportable incident has occurred, and, if the suspected perpetrator is a BOR or CSCU employee, he/she will immediately contact their Chief Human Resources Officer who shall assign an objective person to investigate the report. An employee under investigation may be placed on administrative leave pending the results of the investigation. Employees who report suspicions of abuse or neglect are protected from any disciplinary action unless the report is determined to have been maliciously made. An employee who fails to report, but is later determined to have had previous knowledge of the abuse, may be subject to discipline.

A report is required if there is reasonable cause to suspect that a person under the age of 18 is in imminent harm, has had non-accidental injuries or has been abused or neglected. Reasonable cause to believe or suspect that child abuse has occurred is sufficient to make a report.

All staff designated as mandatory reporters are required to take the Department of Children and Families Mandated Reporter Training, either on-line or in person, and Mandated Reporter Training will be included in New Employee Orientation. Compliance with training will be monitored by each CSCU campus’s Department of Human Resources. A copy of this policy shall be disseminated annually to all employees.

Reasonable steps will be taken to preserve privacy while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the information reported, which information may be subject to privacy requirements of the Family Education
Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the CSCU community and to assure that the appropriate disciplinary processes are implemented.
Student Code of Conduct
(Section 7)

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I. STUDENT CODE OF CONDUCT

PREAMBLE

Academic institutions exist for the transmission of knowledge, the pursuit of truth, the development of students, and the general well-being of society. In line with this purpose, the Board of Regents for Higher Education ("BOR") in conjunction with the Connecticut State Colleges and Universities ("CSCU") has the duty to protect the freedoms of inquiry and expression, and furthermore, has the responsibility to encourage all of its members to develop the capacity for critical judgment in their sustained and independent search for truth.

CSCU has certain self-defined institutional values. Principal among these values is respect for the safety, dignity, rights, and individuality of each member of the CSCU Community. The opportunity to live, study, and work in an institution which values diverse intellectual and cultural perspectives and encourages discussion and debate about competing ideas in an atmosphere of civility is a basic component of quality higher education.

All members of CSCU must at all times govern their social and academic interactions with tolerance and mutual respect so that the students who pass through a CSCU door are enriched by these experiences and are prepared for full and enlightened participation in a multi-cultural society. Because of the BOR’s and CSCU’s commitment to principles of pluralism, mutual respect, and civility, certain activities are not acceptable on CSCU campuses. Acts of intolerance, of hatred or violence based on race, religion, sexual orientation or expression, disability, gender, age, or ethnic background are antithetical to the BOR’s and CSCU’s fundamental principles and values. It is the BOR’s and CSCU’s responsibility to protect our students’ right to learn by establishing an environment of civility.

The disciplinary process is intended to be part of the educational mission of CSCU. Student disciplinary proceedings are not criminal proceedings and are not subject to court rules of procedure and evidence.

INTRODUCTION

This Student Code of Conduct (hereinafter the “Student Code” or “Code”) is intended to present a clear statement of student rights and responsibilities established by the Board of Regents for Higher Education. The BOR has charged the President of the Board of Regents for Higher Education with developing procedures to protect those rights and to address the abdication of responsibilities in collaboration with the four State Universities, the twelve Community Colleges and Charter Oak State College. The Student Code describes the types of acts that are not acceptable in an academic community.

Disclaimer: This Code is neither a contract nor an offer of a contract between any BOR governed institution and any student. The provisions of this Code are subject to revision at any time.
PART A: DEFINITIONS

The following list of defined terms utilized throughout this Student Code is provided to facilitate a more thorough understanding of the Code. This list is not intended to be a complete list of all terms referenced in the Student Code. The Vice President for Student Affairs at a University, the Dean of Students at a Community College, the Provost at Charter Oak State College or their designee shall make the final decision of the interpretation of the definition of any term found in the Student Code. For purposes of interpretation and application of the Student Code only, the following terms shall have the following meanings:

1. "Accused Student" means any student accused of violating this Student Code.

2. "Advisor" means a person who accompanies an Accused Student or an alleged victim to a hearing (or a proceeding pertaining to a report of sexual violence) for the limited purpose of providing advice and guidance to the student. An advisor may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding pertaining to a report of sexual violence).

3. "Appellate Body" means any person or persons authorized by the University Vice President for Student Affairs, Community College Dean of Students, Charter Oak State College Provost or their designee to consider an appeal from a determination by a Hearing Body that a student has violated the Student Code.

4. "Calendar Days" means the weekdays (Mondays through Fridays) when the University or College is open.

5. "College" means either collectively or singularly any of the following institutions: Asnuntuck Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College, Quinebaug Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.

6. "Complainant(s)" means the person(s) who initiates a complaint by alleging that a Student(s) violated the Code.

7. "CSCU" means either collectively or singularly, any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University; Asnuntuck Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College, Quinebaug Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.
8. “CSCU Affiliates” means individuals and/or entities with whom or with which the College or University has a contractual relationship.

9. “CSCU Official” means any person employed by the College or University to perform assigned administrative, instructional, or professional responsibilities.

10. “CSCU Premises” means all land, buildings, facilities, and other property in the possession of, or owned, used, and/or controlled by, the University or College, either solely or in conjunction with another entity.

11. “Disciplinary Officer” or “Conduct Administrator” means a University, College or CSCU official who is authorized to determine the appropriate resolution of an alleged violation of the Code, and/or to impose sanctions or affect other remedies as appropriate. Subject to the provisions of this Code, a disciplinary officer or conduct administrator is vested with the authority, among other duties: investigate a complaint of an alleged violation of the Code; decline to pursue a complaint; refer identified disputants to mediation or other appropriate avenues of resolution; establish charges against a student; enter into an administrative agreement developed with an Accused Student in accordance with Section II-B-3 of this Code; advise a Hearing Body; and present the case before the Hearing Body.

12. “Hearing Body” or “Hearing Panel” means any person or persons authorized by the University Vice President for Student Affairs, Community College Dean of Students or Charter Oak State College Provost to determine whether a student has violated the Code and to impose sanctions as warranted, including a hearing officer or hearing board.

13. “Institution” means the University or College within CSCU.

14. “Instructor” means any faculty member, teaching assistant or any other person authorized by the University to provide educational services, including, but not limited to, teaching, research, and academic advising.

15. “Member of the CSCU Community” means any person who is a student, an official or any other person who works for CSCU, either directly or indirectly (e.g., for a private enterprise doing business on a CSCU campus).

16. “Policy” means the written regulations, standards, and student conduct expectations adopted by the BOR and found in, but not limited to the Student Handbook, the Residence Life Handbook, the housing contract, the graduate and undergraduate catalogs, and other publicized University and College notices.

17. “Prohibited Conduct” means the conduct prohibited by this Code, as more particularly described in Part I-D of this Code.

18. “Reporting Party” means any person who alleges that a student has violated this Code.
19. “Student” means either (1) any person admitted, registered, enrolled or attending any CSCU course or CSCU conducted program, whether full-time or part-time, and whether pursuing undergraduate, graduate or professional studies, or continuing education; (2) any person who is not officially enrolled for a particular term but who has a continuing relationship with a CSCU; or (3) any person within two calendar years after the conclusion of their last registered Community College course unless the student has formally withdrawn, graduated or been expelled from the College.


21. “Student Organization” means an association or group of persons that have complied with the formal requirements for University or College recognition.

22. “Support Person” means a person, who accompanies an Accused Student, a Reporting Party or a victim to a hearing for the limited purpose of providing support and guidance. A support person may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process.

23. “University” means any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, and Western Connecticut State University, whichever the alleged violation of the Code occurred.

24. “Shall” and “will” are used in the imperative sense.

25. “May” is used in the permissive sense.

PART B: APPLICATION, DISTRIBUTION, AND ADMINISTRATION OF THE STUDENT CODE OF CONDUCT

1. Application of the Student Code: The Student Code shall apply to the four Connecticut State Universities, the twelve Community Colleges, and the on-line college:
   Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University; Ansonia Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College, Quinnipiac Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.

   An alleged violation of the Student Code shall be addressed in accordance with the Code of Conduct, even if the accused Student has withdrawn from the Institution prior to the completion of the disciplinary procedures.

   The Student Code shall apply to Students and to University Student Organizations. The term “student” shall generally apply to the student as an individual and to a Student Organization as a
single entity. The officers or leaders of a particular Student Organization usually will be expected to represent the organization during the disciplinary process. Nothing in this Student Code shall preclude holding certain members of a Student Organization accountable for their individual acts committed in the context of or in association with the organization's alleged violation of this Code.

2. Distribution of the Student Code: The Student Code shall be made readily available electronically and/or in a printed publication to students, faculty and staff. The office responsible for Student Affairs will annually distribute and make available to students, faculty and staff, electronically and/or in a printed publication, any revisions to the Code.

3. Administration of the Student Code: A University’s and Charter Oak State College’s Provost or a Community College’s Dean of Students shall be the person designated by the institution President to be responsible for the administration of the Academic Misconduct portion of the Student Code. A University’s Vice President for Student Affairs, a Community College’s Dean of Students, or Charter Oak State College’s Provost shall be the person designated by the institution President to be responsible for the administration of the Non-Academic Misconduct portion of the Student Code.

PART C: SCOPE OF AUTHORITY

A Student who is found responsible for engaging in conduct that violates the Student Code on any CSCU campus or on property controlled by the BOR or by any CSCU Affiliate or any CSCU sponsored function or event shall be subject to the sanctions described in this Code. The Student Code of Conduct also applies to online activities, where applicable. Students who attempt to engage in conduct that violates this Code, who knowingly encourage, aid or assist another person in engaging in such conduct, or who agree with another person, explicitly or otherwise, to engage in such conduct, may also be subject to disciplinary action.

Off-campus misconduct by University students may be subject to the jurisdiction of the University and addressed through its disciplinary procedures if one of the following conditions is met: (i) a Student engages in prohibited conduct at an official University event, at a University-sanctioned event, or at an event sponsored by a recognized University Student Organization; or (ii) a Student engages in prohibited conduct under such circumstances that reasonable grounds exist for believing that the Accused Student poses a threat to the life, health or safety of any member of the CSCU or to the property of the CSCU.

Community College students conduct is subject to the Code on campus and off-campus whenever such conduct impairs College-related activities or affairs of another member of the College community or creates a risk of harm to a member or members of the College community. Students must be aware that, as citizens, they are subject to all federal and state laws in addition to all CSCU regulations governing student conduct and responsibilities. Students do not relinquish their rights nor do they shed their responsibilities as citizens by becoming members of the CSCU Community. However, where a court of law has found a student to have violated the law, an institution has the right to impose the sanctions of this Code even though the conduct does not impair institution-related activities of another member of the university or college community and does not create a risk of harm to the college or university community. The decision to exercise this right will be in the sole discretion of the President of the impacted institution or his/her designee.
Charter Oak State College applies this Code to matriculated and non-matriculated students, including those participating in portfolio assessment, credential evaluation, testing, or contract learning. Jurisdiction shall be limited to student conduct that occurs while students are taking Charter Oak State College courses or availing themselves of Charter Oak State College services. However, if a matriculated Charter Oak State College student is found guilty of student misconduct at another institution, including but not limited to misrepresentation of records from other institutions, the student may be subject to disciplinary action at Charter Oak State College.

PART D: PROHIBITED CONDUCT

The following list of behaviors is intended to represent the types of acts that constitute violations of this Code.

1. Academic misconduct, which includes, but is not limited to, plagiarism and all forms of cheating.

   *Plagiarism* is defined as the submission of work by a student for academic credit as one’s own work of authorship which contains work of another author without appropriate attribution.

   *Cheating* includes, but is not limited to: (i) use of any unauthorized assistance in taking quizzes, tests or examinations; (ii) use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems or carrying out other assignments; (iii) the acquisition, without permission, of tests or other academic material belonging to a member of the University faculty or staff; and (iv) engaging in any other behavior specifically prohibited by a faculty member in the course syllabus.

2. Acts of dishonesty, including but not limited to the following:
   a. Misuse of University or College documents, including, but not limited to forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other College or University identification document, course registration document, schedule card, transcript, or any other institution-issued document or record.
   b. Knowingly furnishing false information to any CSCU Official, faculty member or office.

3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, CSCU/BOR, the institution, or any member of the CSCU Community.

4. Actual or threatened physical assault or abuse, threatening behavior, intimidation, or coercion.

5. Sexual misconduct may include engaging in one of more behaviors:
(a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual’s academic performance or creating an intimidating, hostile or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual’s dress or appearance
- use of sexually degrading words to describe an individual
- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one’s educational status is contingent upon toleration of or acquiescence in sexual advances.

(b) **Sexual assault** shall include but is not limited to a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

A person who initially consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. Consent cannot be assumed because there is no physical resistance or other negative response. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). Consent must be affirmative. (See Sexual Misconduct Reporting, Support Services and Processes Policy).

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

(c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone’s advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:
• Prostitution of another person;
• Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
• Non-consensual distribution of photos, other images, or information of an individual’s sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
• Going beyond the bounds of consent (such as letting your friends hide in the closet to watch you having consensual sex);
• Engaging in non-consensual voyeurism;
• Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
• Exposing one’s genitals in non-consensual circumstances, or inducing another to expose his or her genitals;
• Possessing, distributing, viewing or forcing others to view illegal pornography.

6. Intimate partner violence is defined as:

• Including intimate partner violence, which is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault, as defined in section 5 above; (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment, as defined in section 5 above or, (5) sexual exploitation, as defined in section 5 above.
• Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
• Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
• Emotional abuse, which can include but is not limited to, damage to one’s property, driving recklessly to scare someone, name calling, threatening to hurt one’s family members or pets and humiliating another person.

7. Violations of privacy, including but not limited to, voyeurism and the use of web-based, electronic or other devices to make a photographic, audio or video record of any person without his or her express consent, when such a recording is intended or likely to cause injury or distress. This includes, but is not limited to: (i) surreptitiously taking pictures or videos of another person in spaces such as sleeping areas, bathrooms, gymnasiums, locker rooms, and changing areas; and (ii) sexually exploiting another person by electronically recording or permitting others to view or electronically record, consensual sexual activity without a partner’s knowledge or permitting others to view or listen to such video or audio tapes without a partner’s knowledge and consent. Publicizing or threatening to publicize such records will also be considered a violation of this Code.

8. Hazing, which is defined as an act which endangers the mental or physical health or safety of a Student, or which destroys, damages, or removes public or private property for the purpose of initiation or admission into, affiliation with or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense to an allegation of hazing. Consenting to the activity by remaining silent or not objecting in the presence of hazing is not a neutral act and is also a violation of this Student Code.
9. Stalking, which is defined as repeatedly contacting another person when:
   a. The contacting person knows or should know that the contact is unwanted by the other person; and
   b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person’s ability to perform the activities of daily life.

   As used in this definition, the term “contacting” includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on-line community or any other internet communication) or remaining in the physical presence of the other person.

10. Harassment, which is defined as conduct which is abusive or which interferes with a person’s pursuit of his or her customary or usual affairs, including, but not limited to, such conduct when directed toward an individual or group because of race, ethnicity, ancestry, national origin, religion, gender, sexual orientation or expression, age, physical attribute, or physical or mental disability or disorder, including learning disabilities and mental retardation.

11. Conduct that is disorderly, lewd or indecent (including, but not limited to, public nudity and sexual activity in areas generally open to members of the campus community), breach of peace or aiding, abetting or procuring another person to breach the peace on CSCU premises or at functions sponsored by, or affiliated with the University or College.

12. Behavior or activity which endangers the health, safety, or well-being of oneself or others.

13. Offensive or disorderly conduct which causes interference, annoyance or alarm or recklessly creates a risk thereof at CSCU or CSCU premises, CSCU web or social media sites, at a CSCU-sponsored activity or in college or university courses, including cyber bullying. This offense does not apply to speech or other forms of constitutionally protected expression.

14. Unauthorized possession, duplication or use of keys (including, but not limited to, card access, card keys, fobs, etc.) to any CSCU premises or forcible and/or unauthorized entry on or into CSCU premises.

15. Starting fires, causing explosions, falsely reporting the presence of fire, bombs, incendiary or explosive devices, or falsely reporting an emergency.

16. Unauthorized or improper possession, use, removal, tampering or disabling of fire and/or safety equipment and warning devices, failure to follow standard fire and/or emergency safety procedures, or interference with firefighting or emergency response equipment or personnel.
17. Use, possession, purchase, sale or distribution of alcoholic beverages, except as expressly permitted by law and CSCU regulations. Alcoholic beverages may not, under any circumstances, be used by, possessed by, or distributed to any person under twenty-one (21) years of age.

18. Use, possession, purchase, sale, distribution or manufacturing of narcotics, controlled substances and/or drugs, including, but not limited to, marijuana and heroin, or drug paraphernalia, except as expressly permitted by law.

19. Use, possession or distribution of firearms, ammunition for firearms, other weapons or dangerous instruments, facsimiles of weapons or firearms, fireworks, explosives or dangerous chemicals. A dangerous instrument is any instrument, article or substance that, under the circumstances in which it is being utilized, is capable of causing death or serious physical injury. The possession of a deadly weapon or dangerous instrument on campus is strictly prohibited, even if such item is legally owned.

20. Gambling, including, but not limited to, promoting, wagering, receiving monies for wagering or gambling for money or property on CSCU premises.

21. Disruption or obstruction of any College or University function, activity or event, whether it occurs on or off the campus, or of any non-University or College function, activity or event which is authorized by the institution to occur on its premises.

22. Intentional obstruction of the free flow of pedestrian or vehicular traffic on CSCU premises or at University or College-sponsored or supervised functions or interference with entry into or exit from CSCU premises or with the free movement of any person.

23. Failure to comply with the directions of CSCU officials or law enforcement officers acting in the performance of their duties and/or failure to identify oneself to these persons when requested to do so.

24. Conduct that violates published BOR/CSCU policies, rules, and regulations, including, but not limited to, residence hall rules and regulations.

25. Conduct prohibited by any federal, state, and/or local law, regulation or ordinance.

26. Unauthorized use of CSCU property or the property of members of the CSCU Community or of CSCU Affiliates.

27. Theft, unauthorized use, or abuse of University or College computers and/or peripheral systems and networks, including, but not limited to:
   a. Unauthorized access to CSCU computer programs or files;
   b. Unauthorized alteration, transfer or duplication of CSCU computer programs or files;
   c. Unauthorized use of another individual’s identification and/or password;
d. Deliberate disruption of the operation of CSCU computer systems and networks;

e. Use of the Institution’s computing facilities and resources in violation of copyright laws (including unauthorized peer-to-peer file sharing of copyrighted material, including, but not limited to, copyrighted music, movies, and software);

f. Use of computing facilities and resources to send obscene messages (which are defined as messages which appeal mainly to a prurient, shameful or morbid interest in nudity, sex, excretion, sadism or masochism, go well beyond customary limits of candor in describing or representing such matters, and are utterly without redeeming social value); and

g. Violation of the BOR Policy Statement on Acceptable and responsible use of Information Technology resources and/or any applicable BOR computer use policy.

28. Abuse of the CSCU conduct and disciplinary system, including but not limited to:

a. Failure to obey the notice from a Hearing Body or CSCU Official to appear for a meeting or hearing as part of the Student Conduct system;

b. Falsification, distortion, or intentional misrepresentation of information to a Disciplinary Officer or Conduct Administrator, or before a Hearing Body;

c. Initiation of a conduct or disciplinary proceeding knowingly without cause;

d. Disruption or interference with the orderly conduct of a disciplinary proceeding;

e. Attempting to discourage an individual’s proper participation in, or use of, the disciplinary system;

f. Attempting to influence the impartiality of a Disciplinary Officer, Conduct Administrator or member of a Hearing Body prior to, and/or during the course of, the disciplinary proceeding;

g. Harassment (verbal or physical) and/or intimidation of a Disciplinary Officer, Conduct Administrator, or member of a Hearing Body prior to, and or during the course of the disciplinary proceeding;

h. Failure to comply with the sanction(s) imposed under the Student Code; and

i. Influencing or attempting to influence another person to commit an abuse of the disciplinary system.

PART E: HEARING PROCEDURES FOR SEXUAL MISCONDUCT, SEXUAL INTIMATE PARTNER, DOMESTIC VIOLENCE & STALKING REPORTS

In addition to disciplinary procedures applicable to State University students in Section II, Community College students in Section III, or Charter Oak State College Students in Section IV, for any hearing
conducted involving allegations of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence the reported victim and the accused student shall each have the following rights:

1. At any meeting or proceeding, both the reported victim and accused student may be accompanied by an advisor or support person of the student’s choice provided the advisor or support person does not cause a scheduled meeting or hearing to be delayed or postponed and provided an advisor or support person may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding or pertaining to a report of sexual misconduct);

2. The reported victim of sexual misconduct is entitled to request that disciplinary proceedings begin promptly;

3. Any hearing regarding an accusation of sexual misconduct shall (i) be fair, prompt and impartial; (ii) be conducted by a Hearing Body annually trained in issues relating to sexual misconduct (iii) use the preponderance of evidence (more likely than not ) standard; (iv) shall allow both the accused student and reported victim the opportunity to present evidence and witnesses on their behalf during any disciplinary proceeding; (v) shall provide both the accused student and the reported victim with equal access to any information that will be used during meetings and hearings; and (vi) invoke the standard of “affirmative consent” in determining whether consent to engage in sexual activity was given by all persons who engaged in sexual activity.

4. In accordance with the Family Educational Rights and Privacy Act (FERPA), the accused student and the reported victim have the right to keep their identities confidential;

5. Any reported victim shall be provided written notice of the decision of the Hearing Body at the same time as the accused student, normally within one (1) business day after the conclusion of the Hearing. In accordance with the Family Educational Rights and Privacy Act (FERPA) the notice to any reported victim of sexual misconduct shall contain only the following: the name of the accused student, the violation committed, if any, and any sanction imposed against the accused student.

6. The reported victim shall have the same right to request a review of the decision of the Hearing Body (appeal rights) in the same manner and on the same basis as shall the accused student; however, if a request for review by a reported victim is determined to be properly made and if the review determines there is sufficient grounds for altering the decision of the Hearing Body, among the other actions that may be taken as set forth above, the sanction of the hearing may also be increased.

Notwithstanding the foregoing, in any hearing pertaining to sexual misconduct both the reported victim and the accused student are entitled to be simultaneously provided notice of any change in the results of the hearing prior to the time when the results become final as well as to be notified when such results become final.

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1The standard of “Affirmative Consent” is set forth in the BOR Sexual Misconduct Reporting, Support Services and Processes Policy and is incorporated herein by reference.
PART F: CONDUCT AND DISCIPLINARY RECORDS

The written decision resulting from an administrative conference or a hearing under this Code shall become part of the student’s educational record and shall be subject to the provisions of the Family Educational Rights and Privacy Act (FERPA). A student’s disciplinary record shall be maintained separately from any other academic or official file maintained by the Institution. Disciplinary records will be maintained for a period of five (5) years from the date of the incident, except that the sanction of expulsion shall be noted permanently.

While student education records are generally protected from disclosure by FERPA, there are a number of exceptions to this rule. Students should be aware that a record concerning his/her behavior while a student at the College or University may be shared with other colleges or universities to which the student may subsequently wish to transfer or be admitted. Similarly, prospective employers may require a student to provide access to his/her education records as part of the employment application process. A record of having been sanctioned for conduct that violates Section I.D. of the Code may disqualify a student for admission to another college or university, and may interfere with his/her selection for employment.

PART G: INTERPRETATION AND REVISION

Questions regarding the interpretation of this Code shall be referred to the University’s and Charter Oak State College’s Provost or a Community College’s Dean of Students or their designees for the administration of the Non-Academic Misconduct portion of the Student Code and to the University’s Vice President for Student Affairs, a Community College’s Dean of Academic Affairs or Charter Oak State College’s Provost or their designees for the administration of the Academic Misconduct portion of the Student Code.

This Code shall be reviewed and revised, if and as necessary, every five (5) years, or as directed by the President of the Board of Regents for Higher Education.
II. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE UNIVERSITY STUDENTS

Procedures for University students differ from those procedures applicable to either the Community Colleges or Charter Oak State College. This is due to the environmental, cultural, and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1) for University Students as set for in this Section II of the Code.

PART A: DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT

1. Instructor's Role:
   When the instructor of record or his or her designee believes that an act of academic misconduct has occurred, he or she shall notify the student of the allegation and save any evidence of such misconduct in its original form. (Copies of the Accused Student's work will be provided to the Student upon request.) In addition, the instructor shall not transmit a final grade to the Registrar until such time as the allegation(s) of academic misconduct are finally determined. Each institution shall establish implementation guidelines in accordance with this Code.

2. Information from Person Other than Student's Instructor: Any member of the CSCU Community may provide information which might lead to a complaint against a Student alleging academic misconduct.

3. The Academic Misconduct Hearing Board: There shall be an academic misconduct hearing board convened by the University's Disciplinary Officer to consider allegations of academic misconduct lodged against a Student. The University's disciplinary officer shall be a non-voting member of the board and act as convener.

4. Hearing Process: The Accused Student shall be afforded adequate notice of the allegation, an opportunity to discuss the allegation with the instructor, and adequate time to request and prepare for a hearing. All parties shall have an opportunity to be heard and a record of the proceedings shall be made. The decision of a hearing board shall be communicated in writing.

5. Sanctions: If the academic misconduct hearing board determines that the Accused Student is "Not Responsible," the board shall not impose any sanctions. The board shall so advise the Student's instructor and the instructor shall reevaluate the student's course grade in light of the Board's determination. If the academic misconduct hearing board determines that the Accused Student is "Responsible," the academic sanction set forth in the instructor's course syllabus shall be imposed.

The academic misconduct hearing board may make a recommendation to change the academic sanction imposed by the instructor on the basis of its hearing of the evidence of academic misconduct. (Should the academic sanction not be changed pursuant to this recommendation, the University reserve the right to change the academic sanction.) Upon
consideration of the Accused Student’s record of misconduct and/or the nature of the offense, the academic misconduct hearing board may impose additional non-academic sanctions in proportion to the severity of the misconduct. These sanctions may include the following: warning, written reprimand, discretionary sanctions, suspension and/or expulsion, as described in II.D of this Student Code of Conduct.

6. Appeals: The decision rendered by the academic misconduct hearing board may be appealed to the Provost/Academic Vice President, who shall review the record of the hearing, including any and all documents presented to the academic misconduct hearing board. An appeal shall be in writing and shall be delivered to the Provost/Academic Vice President within three (3) calendar days of receipt of the academic misconduct hearing board’s written decision.

An appeal may be brought on any of four grounds: (a) a claim that error in the hearing procedure substantially affected the decision; (b) a claim that new evidence or information material to the case was not known at the time of the hearing; (c) a claim that the non-academic sanction(s) imposed were not appropriate for the violation of the Code for which the accused student was found responsible; and/or (d) a claim that the academic sanction imposed has resulted in a palpable injustice. The Provost/Academic Vice President shall have the right to deny an appeal not brought on any of the foregoing grounds. The decision rendered by the Provost/Academic Vice President shall be final and there shall be no further right of appeal.

PART B: DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT

The following procedures shall be followed in addressing allegations of non-academic misconduct.

1. Providing Information Leading to a Complaint: Any person may provide information leading to the filing of a complaint against a Student or a Student Organization alleging a violation of the Student Code. A complaint must be made in writing and submitted to the University’s Disciplinary Officer or Conduct Administrator.

2. Disciplinary Proceedings Against a Student Charged with a Violation of Law and a Violation of the Code: University proceedings may be instituted against an Accused Student who has been charged with a violation of state or federal law for conduct which also constitutes a potential violation of this Code (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. Proceedings under this Student Code may be carried out prior to, simultaneously with, or following the institution of civil or criminal court proceedings against the Accused Student. Determinations made or sanctions imposed under this Student Code shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the criminal law defendant.
3. **Disciplinary Proceedings Against a Student Charged with Sexual Assault, Sexual Intimate Partner, Domestic Violence or Other Sex Related Offense:** See Section 1.E

4. **Pre-Hearing Investigation and Administrative Disposition:**
   a. The Disciplinary Officer or Conduct Administrator may conduct an investigation to determine if the charges have merit and/or if they can be disposed of administratively by mutual consent of the Accused Student and the Disciplinary Officer or Conduct Administrator. Such disposition shall be final and there shall be no subsequent proceedings. If the charges are not admitted and/or cannot be disposed of by mutual consent, the Disciplinary Officer or Conduct Administrator may also present the case for the University at any subsequent hearing, but if he or she does, he or she shall not serve as a member of the Hearing Body.

   b. The Disciplinary Officer or Conduct Administrator may conduct an investigation to determine if there is reason to believe the student has committed a violation of any part of Section 1.D. of the Code and, after considering both the possible violation and the prior conduct record of the student, if the Disciplinary Officer or Conduct Administrator determines that a sanction of less than residential hall separation or suspension or expulsion from the University is appropriate, the Disciplinary Officer or Conduct Administrator shall schedule an administrative conference with the student. The student shall be given reasonable notice of the time and place of the conference. At the administrative conference, the student shall have the opportunity to present information for the Disciplinary Officer’s or Conduct Administrator’s consideration. At the conclusion of the administrative conference, the Disciplinary Officer or Conduct Administrator shall determine whether it is more likely than not that the student has violated the Policy and, if so, impose a sanction less than residential hall separation, or suspension or expulsion from the University. The Disciplinary Officer or Conduct Administrator shall provide the student with a written explanation for the determination. The decision of the Disciplinary Officer or Conduct Administrator shall be final.

5. **Hearing Bodies:** A Student accused of misconduct has the right to be heard by an impartial Hearing Body. Any concern surrounding the impartiality of the Hearing Body or any member thereof will be referred to the Vice President for Student Affairs or his or her designee, who will review the matter and make a determination. Any Hearing regarding an accusation of sexual assault, sexual misconduct, intimate partner, domestic violence or other sex related offense or intimate partner violence shall be conducted by an impartial Hearing Body trained in issues relating to sexual assault, sexual violence, intimate partner, and domestic violence.

6. **Hearing Procedures:**
   a. **Notice of Hearing:** Normally, a hearing will be conducted within ten (10) calendar days of the Accused Student being notified of the charges. Notice may be provided to the Accused Student by in-hand delivery, by registered mail, with delivery receipt attached or by certified mail, return receipt requested by University email or by overnight delivery with signature of recipient required. Should the
Accused Student refuse to accept in-hand delivery, a written statement of the attempted delivery of the notice signed by the person attempting to make such delivery shall constitute notice. Should the Accused Student refuse to sign for registered or certified mail, the postal document indicating such refusal shall constitute notice.

The notice shall advise the Accused Student of each section of the Student Code alleged to have been violated and, with respect to each such section, a statement of the acts or omissions which are alleged to constitute a violation of the Code, including the approximate time when and the place where such acts or omissions allegedly occurred.

The Accused Student shall be afforded a reasonable period of time to prepare for the hearing, which period of time shall not be less than three (3) Calendar Days. The Accused Student, the Reporting Party and/or any alleged victim may request a delay of the hearing due to extenuating circumstances. Any decision to postpone the hearing shall be made by the Disciplinary Officer or Conduct Administrator or by the Hearing Body, or by the designee of the Vice President for Student Affairs.

b. Hearing: Hearings shall be closed, but the Hearing Body may, in its discretion, admit any person into the hearing room. The Hearing Body shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.

The Accused Student, the Reporting Party and any alleged victim shall have the right to be present at all stages of the hearing process except during the private deliberations of the Hearing Body and the presentation of sanctions. In hearings involving more than one Accused Student, the Hearing Body may determine that, in the interest of fairness, separate hearings should be convened.

In any Hearing alleging sexual assault, sexual, intimate partner, domestic violence or other sex related offense, any alleged victim and the Accused Student are entitled to:

1) be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed;
2) present evidence and witnesses on their behalf;
3) in accordance with the Family Educational Rights and Privacy Act (FERPA), to have their identities kept confidential.

In addition, the alleged victim of sexual assault, sexual, intimate partner, domestic violence or other sex related offense is entitled to request that disciplinary proceedings begin promptly.

c. Record of Hearing: When expulsion or suspension from the University or residence hall separation is a possibility, the University shall make a recording of the hearing. The recording shall be the property of the University. No other recordings shall be made by any person during the hearing. Upon request, the Accused Student may
d. Opportunity to Present a Defense: The Accused Student shall have the full opportunity to present a defense and information, including the testimony of witnesses, in his or her behalf. The Reporting Party and the Accused Student may question the statements of any person who testifies in a manner deemed appropriate by the Hearing Body. The Reporting Party and the Accused Student may make concluding statements regarding the charges made and the information presented during the hearing. The Hearing Body may question the Accused Student and the Reporting Party, any witness presented by the Accused Student or the Reporting Party, and any other witness(es) the Hearing Body may choose to call to testify.

e. Accused Student Can Choose Whether or Not to Testify in His or Her Own Defense: The Accused Student who is present at the hearing shall be advised by the Hearing Body that he or she is not required to testify, to answer questions, or to make any statement regarding the complaint or the allegations set forth in the complaint. Refusal to do so shall not be considered by the Hearing Body to constitute evidence of responsibility.

f. Non-Appearance of Accused Student at Disciplinary Hearing: If an Accused Student does not appear at a disciplinary hearing, the Hearing Body shall enter a plea of “not responsible” on behalf of such student and the hearing shall proceed in the normal manner of hearing evidence, weighing facts, and rendering judgment. The failure of an Accused Student to appear at the disciplinary hearing shall not be considered by the Hearing Body to constitute evidence of responsibility.

g. Advisors and Support Persons: The Reporting Party, any alleged victim, and the Accused Student shall each have the right to be accompanied by an Advisor and Support Person. The Advisor and the Support Person should be someone whose schedule allows attendance at the scheduled date and time for the disciplinary hearing because delays will not normally be allowed due to the scheduling conflicts of an Advisor or Support Person.

h. Presentation of Evidence: Only evidence introduced at the hearing itself may be considered by the Hearing Body in determining whether it is more likely than not that the alleged violation was committed by the accused student.

i. Evidence of Prior Convictions or Disciplinary Actions: Evidence of prior criminal convictions or University disciplinary actions may be presented to the Hearing Body only after a determination of responsibility has been made and only for consideration in connection with determining the sanction.

j. Accommodation of Witnesses: The Hearing Body may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the Reporting Party, the Accused Student, and/or other witnesses during the hearing by providing separate facilities, by using a visual screen, and/or by permitting
participation by telephone, videophone, closed circuit television, video conferencing, videotape, audio tape, written statement, or other means, where and as determined in the sole judgment of the Hearing Body to be appropriate.

k. **Written Notice of Decision:** The Accused Student shall receive written notice of the decision of the Hearing Body that shall set forth the decision rendered, including a finding of “responsible” or “not responsible,” and the sanctions imposed, if any. The decision of the Hearing Body, as well as the sanction(s) imposed, if any, generally will not be released to third parties without the prior written consent of the Accused Student. However, certain information may be released if and to the extent authorized by state or federal law.

With respect to Hearings alleging sexual assault, sexual, intimate partner, domestic violence or other sex related offense, any alleged victim shall receive written notice of the decision of the Hearing Body at the same time as the Accused Student, normally within one (1) business day after the conclusion of the Hearing.

In accordance with the Family Educational Rights and Privacy Act (FERPA) the notice to any alleged victim of sexual assault, sexual, intimate partner, domestic violence or other sex related offense shall contain only the following: the name of the student, the violation committed and any sanction imposed against the student.

6. **Review:** An Accused Student may request that the decision of the Hearing Body be reviewed by the Vice President for Student Affairs or his or her designee. A request for review must be made in writing to the Vice President for Student Affairs or his or her designee within three (3) Calendar Days of the Accused Student’s receipt of the written notice of decision. For good cause shown, the Vice President for Student Affairs may extend the three-University Calendar Day limitation on filing a request for a review. An Accused Student may request only one review of each decision rendered by the Hearing Body. A decision reached as a result of an Administrative Disposition may not be reviewed.

a. **Grounds for Review:** The Accused Student has the right to request a review of the decision of the Hearing Body on the grounds that: (i) the procedures set forth in this Code were not followed and, as a result, the decision was substantially affected; (ii) the sanction(s) imposed were not appropriate for the violation of the Code for which the Accused Student was found responsible; and/or (iii) new information, sufficient to alter the decision, or other relevant facts were not brought out in the original hearing because such information and/or facts were not known to the Accused Student at the time of the original hearing. The review shall be limited to a review of the record except as required to explain the basis of new information.

b. **Review Procedures:** In order to prepare for the review, the Accused Student may review the recording of the original hearing in a designated University office but will not be permitted to remove the recording from that office or make copies. The review will not be heard by anyone involved in the initial hearing. The review shall be considered and a decision rendered within ten (10) Calendar Days of the filing of the request for review.
If a request for review is granted, the matter shall be referred to the original Hearing Body for reconsideration of its original determination or to a newly-constituted Hearing Body for a new hearing, or the sanction imposed may be reduced, as appropriate. If a request is not granted, the matter shall be considered final and binding upon all involved.

c. **Status of Student Pending Review:** All sanctions imposed by the Hearing Body shall be and continue in effect pending the outcome of a review. Any request to delay the commencement of sanctions pending a review must be made by the Accused Student, in writing, to the Vice President for Student Affairs or his or her designee.

d. With respect only to Hearings related to sexual assault, sexual, intimate partner, domestic violence or other sex offense, the alleged victim shall have the same right to request a review in the same manner and on the same basis as shall the Accused Student as set forth above; however, in such cases, if a review by any alleged victim is granted, among the other actions that may be taken as set forth above, the sanction of the Hearing may also be increased.

Upon review, if the decision or sanction of the disciplinary proceeding is changed, any alleged victim must be notified in writing of the change in decision or sanction at the same time that the Accused Student is notified.

**PART C: INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS**

In certain circumstances, the Vice President for Student Affairs, or his or her designee, may impose an interim suspension or residence hall separation on an Accused Student prior to the hearing before the Hearing Body.

1. **Basis for Imposition of Interim Suspension or Residence Hall Separation:** An interim suspension may be imposed upon an Accused Student only: (i) to ensure the safety and well-being of members of the University Community or preservation of University property; (ii) to ensure the Student’s own physical or emotional safety and well-being; or (iii) if the student poses an ongoing threat of disruption of, or interference with, the normal operations of the University.

A residence hall separation may be imposed if a Student’s continued presence will disrupt the academic and social well-being of the residential community. Residence hall separation is the removal of a student from the University residence hall in which he or she resides. Such separation may include a restriction of access to all or designate University residence halls. During the period of the separation, the removed Student shall not be permitted to enter the designated hall(s) as a guest of another resident.

An interim suspension or residence hall separation is not a sanction and will continue in effect only until such time as a hearing on the alleged violation has been completed.
2. **Effect of Interim Suspension or Residence Hall Separation:** During the interim suspension or residence hall separation, the removed Student shall be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities or privileges for which the Student might otherwise be eligible, as the Vice President for Student Affairs, or his or her designee, may determine to be appropriate.

3. **Procedure:** The Accused Student shall be notified, either orally or in writing, of the pending imposition of an interim suspension or residence hall separation. Whenever possible prior to the imposition of the interim suspension or suspension, the affected Student will be afforded an opportunity to meet with the Vice President for Student Affairs, or his or her designee. Otherwise, the meeting will be held on the first Calendar Day that the Student is available.

At that meeting, the Accused Student will be advised of his/her reported behavior and be offered the opportunity to provide information upon which the determination may be based whether or not the Student engaged in conduct warranting an interim suspension or residence hall separation.

Any Student placed on an interim suspension will be given an opportunity to appear at an administrative conference or a formal hearing on the misconduct charges lodged against him or her in accordance with II.B.5 of this Code within ten (10) Calendar Days of being placed on such suspension, or as soon as practical after the Accused Student is prepared to participate in such a hearing.

**PART D: DISCIPLINARY SANCTIONS**

Sanctions which may be imposed for violations of the Student Code are listed below. In determining appropriate sanctions, the Hearing Body may take into consideration any and all prior violations of the Code for which the Accused Student was determined to be responsible. The Hearing Body shall have the authority to defer the imposition of any sanction when deemed appropriate. The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code, including the completion of all sanctions imposed, if any.

1. **Sanctions Which May Be Imposed for Violations of the Code:** The following sanctions may be imposed, individually or in various combinations, on any student found to have violated the Student Code, and will be entered into the Student’s disciplinary records. Notation of disciplinary sanctions shall be on file only in the appropriate office in the Division of Student Affairs and shall not be released without the written consent of the Student except to appropriate University enforcement personnel, University police, staff and administrators, or as required by law.

   a. **Warning:** A disciplinary warning is a written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.
b. **Fine**: A sanction involving the imposition of a specified dollar amount due and payable by a specified date.

c. **Probation**: Disciplinary probation is a designated period of time during which a Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within University Community. Disciplinary probation may involve the imposition of certain restrictions and/or conditions upon the Student including, but not limited to, financial restitution, community service, fines, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required. If the Student fully complies with the terms and conditions imposed in connection with the disciplinary probation, full student privileges will be restored to the student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice of the alleged violation and the procedures set forth in this Code shall be followed.

d. **Loss of Privileges**: Denial of specified privileges for a designated period.

e. **Restitution**: Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.

f. **Discretionary Sanctions**: Work assignments, essays, service to the University, or other related discretionary assignments, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required.

g. **Residence Hall Warning**: A written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

h. **Residence Hall Probation**: Residence hall probation is a designated period during which an Accused Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within the residence hall in which the Student resides. Residence hall probation may include restrictions and/or conditions on the exercise of residence hall activities and privileges. Periodic contact with a designated member of the residence hall staff or professional may be required. If the Accused Student fully complies with the terms and conditions imposed in connection with the residence hall probation,
full residence hall privileges will be restored to the Student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice and the procedures set forth in this Code shall be followed.

i. **Residence Hall Separation**: Separation of the Student from the residence halls for a definite period of time, after which the Student is eligible to return. Conditions for readmission may be specified.

j. **Residence Hall Expulsion**: Permanent separation of the Student from the residence halls.

k. **Suspension**: Suspension is temporary disciplinary separation from all universities among CSCU and the denial of all student privileges. Suspension shall be effective on the date that notice of the suspension is provided to the Accused Student, or later, if so stated in the notice, and shall prescribe the date and conditions upon which the Student may petition for readmission to the University. A Student separated from all universities within CSCU by suspension may under the terms of the suspension be excluded from the premises of all CSCU premises when in the judgment of the suspending authority, the Student’s continued presence would constitute a danger to persons or property or a threat to the academic process. Notwithstanding the foregoing, the suspending authority of the suspended Student’s home University or his or her designee may authorize a suspended student who has been excluded from all University premises to enter the premises of the student’s home University for designated purposes.

l. **Expulsion**: Expulsion is permanent disciplinary separation from all universities within CSCU and the denial of all student privileges. Expulsion shall be effective on the date that notice of expulsion is provided to the Accused Student, or later, if so stated in the notice. A Student separated from all universities of CSCU by expulsion may under the terms of the expulsion be excluded from all CSCU Premises when in the judgment of the expelling authority the Student’s presence would constitute a danger to persons or property or a threat to the academic process.

2. **Revocation of Admission and/or Degree**: Upon the recommendation of the Hearing Body, admission to or a degree awarded from the University may be revoked by the University, acting through its President (or his or her designee) for fraud, misrepresentation, or other violation of University standards in obtaining admission or the degree.

3. **Consequences of Failure to Comply with a Duly Assigned Sanction**: Failure to comply with sanctions which have been assigned through a formal judicial process may lead to one or more of the following consequences:

a. Denial of access to certain university services, including, but not limited to housing and parking;
b. Denial of access to administrative processes, including, but not limited to, course add/drop, pre-registration, registration, and room selection; and/or

c. Witholding of the privilege of participation in university sponsored activities and/or public ceremonies, or formal disciplinary charges under II.B hereof.

4. Sanctions Which May Be Imposed on Student Organizations

a. **Sanctions:** Those sanctions listed in subsections 1.a through f of Section II.D.

b. **Loss of recognition:** Loss of recognition for a specified period of time results in the loss of privileges, such as the use of university space, access to student activity fee funding, and/or the privilege of functioning as a student organization. Loss of recognition for more than two (2) semesters shall require that an organization reapply for University recognition. Conditions for future recognition may be imposed by the hearing body.
III. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS

Procedures for Community College students differ from those procedures applicable to either the Universities or Charter Oak State College. This is due to the environmental, cultural and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) for Community College Students as set for in this Section III of the Code.

PART A: DISCIPLINARY PROCEDURES (Academic and Non-Academic Misconduct)

In regard to College Students, the following procedures shall govern the enforcement of the Code:

1. Information that a student may have violated the Code should be submitted to the Dean of Students, Dean of Academic Affairs or other designee of the President (hereinafter referred to as “the Dean”), normally within thirty (30) calendar days of the date of a possible violation or within thirty (30) calendar days of the date that the facts constituting a possible violation were known.

2. Upon receipt of information relating to a possible violation, the Dean may immediately place restrictions on or suspend a student on an interim basis if, in the judgment of the Dean, the continued presence of the student at the College or continued participation in the full range of college activities poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process.

   a. “Interim restrictions” are limitations on the Student’s participation in certain College functions and activities, access to certain locations on campus or access to certain persons, that do not prevent the Student from continuing to pursue his/her academic program. A Student upon whom the Dean has placed interim restrictions shall be afforded written reasons for the restrictions, as well as the time period during which the interim restrictions shall apply. The decision of the Dean regarding interim restrictions shall be final.

   b. “Interim suspension” is the temporary separation of the Student from the College that involves the denial of all privileges, including entrance to College premises. Prior to imposing an interim suspension, the Dean shall make a good faith effort to meet with the Student. At this meeting, the Dean shall inform the Student of the information received and provide the Student an opportunity to present other information for the Dean’s consideration. Based upon the information available at that time, the Dean shall determine whether the Student’s continued presence on campus poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process. A Student suspended on an interim basis by the Dean shall be provided written reasons for the suspension and shall be entitled to an administrative conference or a hearing as soon as possible, normally within ten (10) calendar days from the date the interim suspension was imposed. The decision of the Dean regarding an interim suspension shall be final.

3. Following the imposition of interim restrictions or interim suspension, if any, the Dean shall promptly investigate the information received by meeting with individuals who may have knowledge of the matter, including the accused Student, and by reviewing all relevant documents.
If upon the conclusion of the Dean’s investigation, the Dean determines that there is insufficient reason to believe the Student has committed a violation of any part of Section I.D. of this Policy, the Dean shall dismiss the matter and shall so inform the Student in writing.

4. If upon the conclusion of the Dean’s investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I.D. of this Code and, after considering both the possible violation and the prior conduct record of the Student, that a sanction of less than suspension or expulsion is appropriate, the Dean shall schedule an administrative conference with the Student. The Student shall be given reasonable notice of the time and place of the conference. At the administrative conference, the Student shall have the opportunity to present information for the Dean’s consideration. At the conclusion of the administrative conference, the Dean shall determine whether it is more likely than not that the Student has violated the Policy and, if so, impose a sanction less than suspension or expulsion. The Dean shall provide the Student with a written explanation for the determination. The decision of the Dean shall be final.

5. If upon the conclusion of the Dean’s investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I.D. of this Code and, after considering both the violation and the prior conduct record of the Student, that a sanction of suspension or expulsion is appropriate, the Dean shall provide the Student with reasonable written notice of a meeting and shall inform the Student that his/her failure to attend the meeting or to respond to the notice may result in the imposition of the maximum permissible sanction. At the meeting, the Dean shall provide the Student with a written statement that shall include the following:
   a. a concise statement of the alleged facts;
   b. the provision(s) of Section I.D. that appear to have been violated;
   c. the maximum permissible sanction; and
   d. a statement that the student may resolve the matter by mutual agreement with the Dean, or may request a hearing by notifying the Dean in writing, which must be received by 5:00pm on the following business day.

6. If the Student requests a hearing, he/she is entitled to the following:
   a. to be heard within five (5) days or as soon as reasonably possible, by an impartial party or panel whose members shall be appointed by the Dean;
   b. if the Dean appoints an impartial panel, to have a Student on the panel if requested by the Student;
   c. to appear in person and to have an advisor who not shall attend as a representative of the Student. However, if there is pending at the time of the hearing a criminal matter pertaining to the same incident that is the subject of the hearing, a lawyer may be present for the sole purpose of observing the proceedings and advising the Student concerning the effect of the proceedings on the pending criminal matter;
   d. to hear and to question the information presented;
   e. to present information, to present witnesses, and to make a statement on his or her behalf; and
   f. to receive a written decision following the hearing.

7. As used herein, the term “impartial” shall mean that the individual was not a party to the incident under consideration and has no personal interest in the outcome of the proceedings. Prior to the
commencement of the hearing, the Student who is subject to the hearing may challenge the appointment of an impartial party or panel member on the ground that the person(s) is (are) not impartial. The challenge shall be made in writing to the Dean and shall contain the reasons for the assertion that the person(s) is (are) not impartial. The decision of the Dean shall be final.

8. The written decision of the impartial party or panel shall specify whether, based on the information presented, it is more likely than not that the Student committed the violation(s) reported and shall state the sanction to be imposed, if any. The written decision shall be provided to the Student.

9. Sanctions imposed by an impartial party or panel are effective immediately. The President may, for good cause, suspend imposition of the sanctions imposed by the impartial party or panel to allow the Student time to prepare a written request for review. If a written request is received, the President may continue to suspend imposition of the sanctions until he has reviewed and acted on the Student’s request.

10. A written request for review of the decision of the impartial party or panel must be received by the President within three (3) calendar days after the Student is notified of the decision and must clearly identify the grounds for review. The review by the President is limited to the record of the hearing, the written request, and any supporting documentation submitted with the request by the Student. The decision of the impartial party or the panel shall be upheld unless the President finds that:

a. a violation of the procedures set forth herein significantly prejudiced the Student; and/or
b. the information presented to the impartial party or panel was not substantial enough to justify the decision; and/or,
c. the sanction(s) imposed was (were) disproportionate to the seriousness of the violation.

11. Decisions under this procedure shall be made only by the college officials indicated.

**PART B: DISCIPLINARY SANCTIONS**

The prior conduct record of a Student shall be considered in determining the appropriate sanction for a Student who has been found to have violated any part of Section I.D. of this Code. Sanctions shall be progressive in nature; that is, more serious sanctions may be imposed if warranted by the prior conduct record of the Student.

A “sanction” may be any action affecting the status of an individual as a Student taken by the College in response to a violation of this Policy, and for the purposes of this Section III of the Code include but are not limited to the following:

1. “Expulsion” is a permanent separation from the College that involves denial of all Student privileges, including entrance to College premises;

2. “Suspension” is a temporary separation from the College that involves denial of all Student privileges, including entrance to college premises for the duration of the suspension, and may include conditions for reinstatement;
3. “Removal of College Privileges” involves restrictions on Student access to certain locations, functions and/or activities but does not preclude the Student from continuing to pursue his/her academic program;

4. “Probation” is a status that indicates either (a) serious misconduct not warranting expulsion, suspension, or removal of College privileges, or (b) repetition of misconduct after a warning has been imposed;

5. A “Warning” is a written notice to the Student indicating that he or she has engaged in conduct that is in violation of Section I.D. of this Code and that any repetition of such conduct or other conduct that violates this Code is likely to result in more serious sanctions;

6. “Community Restitution” requires a Student to perform a number of hours of service on the campus or in the community at large.
IV. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO CHARTER OAK STATE COLLEGE STUDENTS

Procedures for Charter Oak State College students differ from those procedures applicable to either the Community Colleges or the Universities. This is due to the environmental, cultural, and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) for Charter Oak State College Students as set for in this Section IV of the Code.

PART A: RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS

Hearing participants may include the accused student(s), a complainant, witnesses, support person(s), and the members of the hearing body.

The complaining party, any alleged victim, and the student who has been charged shall each have the right to:

1. Be notified of all charges.
2. Review any written complaint(s) submitted in support of the charge(s).
3. Be informed of the hearing process.
4. Request a delay of a hearing due to extenuating circumstances.
5. Be accompanied by an advisor or support person during the hearing.
6. Be present at all stages of the hearing process except during the private deliberations of the hearing body.
7. Submit a written statement regarding the incident.
8. Give a personal statement.
9. Question all statements and other information presented at the hearing.
10. Present information and witnesses when deemed appropriate and relevant by the hearing body.
11. Be informed of the finding(s) as well as any sanctions imposed.
12. Present a personal or community impact statement to the hearing body upon a finding of "Violation."

In addition to the above-mentioned rights, a student who has been charged with a violation of the Student Code of Conduct shall have the right to:

1. Be notified of the proposed information to be presented and to know the identity of witnesses who have been called to speak at the hearing when the Chair of the disciplinary hearing knows such information.
2. Request an alternate hearing panel member when there is reasonable cause to believe that the hearing panel will be unable to conduct an impartial hearing.
3. Be presumed not to be in "violation" of the code unless the facts presented at the hearing prove otherwise.
4. Deny or admit violating the Code of Conduct.
5. Decline to give a personal statement.
6. Present Character Witnesses, if appropriate.
7. Receive a written notice of the sanction(s) imposed.
PART B: DISCIPLINARY PROCEDURES

The Administration and the Faculty of Charter Oak State College believe that all members of the academic community are entitled to expect compliance with Section I.D.1 Prohibited Conduct. Accordingly, any Student or employee of the College may initiate a disciplinary process in the manner specified by this section. Once the process has been initiated, all subsequent decisions concerning possible discipline of a Student or students rest with the appropriate College officials. The President shall designate the Provost or another College official to have responsibility for the disciplinary procedures.

1. A statement of possible violation must be filed in writing with the Provost within thirty (30) business days of the date of the alleged violation or within thirty (30) business days of the date the alleged violation was known. Said statement must specify the Student conduct in question and the part or parts of Section I.D.1 Prohibited Conduct, which it is alleged said conduct violates, if applicable.

2. If the Provost determines that the alleged conduct may violate the provisions of the Code or otherwise threatens the safety or order of the College, the Provost shall, within ten (10) business days of receiving a written statement, provide written notice to the Student of the statement of possible violation(s) and the fact that the allegations will be investigated. The investigation shall be conducted by the Provost and/or his or her designee(s), and may include but not be limited to interviews with witnesses, the complainant(s), and review of any pertinent materials and information, and shall include an interview with the Student suspected in engaging in misconduct unless the Student suspected declines to be interviewed. The investigation shall be completed within thirty (30) business days of the Provost’s receipt of the written statement of possible violation. A record of the investigations will be maintained.

3. Following completion of the informal investigation specified above, the Provost will (a) determine that there is insufficient basis in fact and dismiss the matter or (b) conclude that there is a sufficient factual basis for discipline.

4. If the Provost determines there is a sufficient factual basis for moving forward with disciplinary proceedings, he or she shall cause a written statement of charges to be provided to the Student. Said statement shall contain (a) a concise statement of the facts on which the charge is based; (b) a citation of the rule or rules alleged to have been violated; (c) a statement of the maximum penalty sought; (d) a statement that the Student may request a hearing by responding in writing to the Provost within thirty (30) business days requesting such hearing; and (e) a statement that failure to request a hearing may result in imposition of the penalty sought.

5. If the Student requests a formal hearing, the Student is entitled to the following: (a) a hearing be conducted within thirty (30) business days after receipt by Provost of a written request for a hearing; (b) to be heard by an impartial panel chaired by the Dean of the Faculty or his/her designee and composed of no fewer than two members of the Charter Oak State College Faculty, one appointed by the Dean of the Faculty and one Student appointed by the Student Association; (c) to appear in person or through a conference call or other mutually agreed upon electronic means, or to have a representative attend on his/her behalf; (d) be accompanied by a support person during the hearing; (e) to hear and have a reasonable opportunity to question adverse witnesses and to present evidence and testimony in his/her behalf; and (f) to receive a written decision within ten (10) business days following the hearing specifying the panel’s
findings and the penalty assessed, if any. The hearing shall be taped and a record shall be maintained of this hearing.

6. Hearing: A hearing shall be conducted following the guidelines specified below:

On-site:

a. A hearing shall be conducted in private.

b. Admission of any person into the hearing room shall be at the discretion of the chair of the hearing body. The chair, who is the Dean of the Faculty or his/her designee, shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceeding.

c. Except as directed by the chair, support persons shall limit their role in a hearing to that of a consultant to the accused, to the complainant or to the victim.

d. The complainant and the accused are responsible for presenting their respective witnesses, any additional information, and any concluding statements regarding the charges and the information.

e. In a manner deemed appropriate by the chair, the complainant and/or the accused may question the statements of any person who testifies.

f. The hearing panel may question any witness presented by the accused and the complainant, including the complainant and the accused as well as any other witnesses the chair may choose to call.

g. Pertinent records, exhibits, and written statements may be accepted as information for consideration by the Hearing Body at the discretion of the chair.

h. All procedural questions are subject to the final decision of the chair or the Provost.

i. After the hearing has concluded, the hearing panel, in private, will decide whether the Student charged with misconduct is in violation of the Student Code of Conduct. The Dean of the Faculty or his/her designee may participate in the discussion, but is a non-voting member. Only evidence introduced at the hearing shall be considered in the determination of the decision. Each decision shall be made on the basis of whether or not the information presented at the hearing substantiates the charges in a more likely than not manner.

j. If the panel finds that the student violated the Student Conduct Code, the panel, in private, shall review the Student's academic transcript and disciplinary record, hear a character witness, if appropriate, and impose the appropriate sanction(s).

The decision of the panel will be provided in writing to the Provost. The decision and sanction will be sent to the student in writing by the Provost.

k. A taped record of the hearing will be maintained. The record shall be the property of the College.

Via the Phone:

a. For the accused or complainant who cannot attend in person, Charter Oak State College will set up a conference call.

b. Twenty-one (21) business days before the hearing, the Provost must receive all materials to be presented by the accused and by the complainant, including the names and relationships of the character witnesses and support persons. The Provost will send copies of the materials to the hearing panel, the accused, and
the complainant at least seven (7) business days before the hearing. The Provost will arrange for the conference call.
c. The procedures outlined in the "on-site" section will be followed, unless they specifically apply only to the on-site hearing.
d. Within ten (10) business days of the conclusion of the formal hearing, a Student may appeal the decision, in writing, to the President. An appeal shall be limited to a consideration of the verbatim record of the hearing and supporting documents for one or more of the following: a.) the process set forth in the guidelines was not followed and resulted in prejudice to the Student; b.) the evidence presented was insufficient to justify the decision; and c.) sanction(s) imposed was/were disproportionate to the gravity of the offense. The President may accept the decision of the hearing panel, overturn their decision, return the matter to the original hearing panel, or appoint a new hearing panel. The decision of the original hearing panel or the new hearing panel or the President will be sent to the Student in writing by the President and will be final.
e. During any appeal period, any sanctions will remain in place and the Student will not be allowed to participate in a graduation ceremony nor graduate until the review process has been completed and a final decision rendered.

**PART C: INTERIM ADMINISTRATIVE ACTION**
The President or his/her designee may impose an interim "College Suspension" and/or other necessary restrictions on a Student prior to a hearing on the Student’s alleged violation. Such action may be taken when, in the professional judgment of the President or his/her designee, a threat of imminent harm to persons or property exists.

Interim Administrative Action is not a sanction. Rather, it is an action to protect the safety and well-being of an accused Student, or other members of the College community, or greater community or to protect property. Such action is in effect only until a hearing is completed.

**PART D: DISCIPLINARY SANCTIONS**
Disciplinary penalty shall mean any action affecting the status of an individual as a Student taken by the College in response to a Student’s misconduct in violation of Section 1D.1 Prohibited Conduct above, which penalties shall include but not be limited to:

1. **Warning** - A written notice that the Student has violated College Policy and a warning that another violation will likely result in a more severe sanction.
2. **Restitution** - Compensation for loss of or damage to property.
3. **Academic Sanctions**
4. **Suspension** - Suspension is a temporary disciplinary separation from the College involving denial of all Student privileges, including entrance to College premises. A notation of “suspension” will be placed in the Student database but will not be placed on the Student transcript. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of suspension. Suspensions shall range from one semester to two years.
5. **Students who are suspended will receive no refund of tuition or fees.**
6. **A Student who has been suspended must apply for re-matriculation if he/she plans to return.**
7. **Expulsion** - Expulsion is mandatory separation from the College involving denial of all Student privileges, including entrance to college premises for a minimum of 5 years.
After the length of the term for expulsion has expired, the Student may request in writing directed to the Provost permission to re-matriculate. That permission must indicate why Charter Oak State College should allow the Student to return.

8. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of expulsion. A permanent notation of "Dismissed" shall be placed on the Student's transcript.

Failure to comply with requirements of Restitution or Academic Sanctions above will result in dismissal from the institution. The Student must complete the requirements of the sanction before he/she would be allowed to apply for readmission and/or graduate.

Gateway's Sexual Misconduct Statement
(Section 8)

Sexual Misconduct

Statement

The College is committed to creating a community that is safe and supportive of people of all gender and sexual identities; the Policy on Sexual Misconduct and Relationship Violence pertains to the entire campus community, whether on ground or virtual, students, faculty, and staff. Two of the College’s primary concerns are the health and well-being of each individual and fostering healthy interpersonal relationships. The principles of the Board of Regents Policy on Student Conduct (integrity, equity, respect and responsibility) address elements necessary for healthy interpersonal relationships and these principles are especially important when relationships become intimate.

Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, against anyone is unacceptable and is both a crime under State law and a violation of College policies, including but not limited to: The Board of Regents Policy on Student Conduct, and the Gateway Community College Sexual Relationships. The College is committed to providing an environment free of personal offenses.

At planned sessions before and throughout the academic year, students are presented information designed to create student awareness communicating the prevalence of sexual assault and present tools for students to empower themselves to take a stand against sexual assault. Training is also planned for faculty, staff members, and administrators. Each entering student is given an emergency sexual assault notification card that explains available services for victims of sexual assault, as well as the immediate response role of College personnel.
Gateway’s Probation Letter
(Section 9)

Student Conduct Decision

[date]

[student][fullname] ([student][school][student][id])
[student][perm][address]

Dear [student][fullname]:

This letter is written pursuant to the reported conduct violation which occurred on [incident][incident][date]. After reviewing all of the information presented, our office has determined that you have violated the following Board of Regents’ Student Conduct Code, as outlined in the Gateway Community College Student Handbook:

- **Responsible Findings**

As a result of this finding, the college has imposed the following sanctions:

- **Probation**: Probation is a status that indicates either (a) serious misconduct not warranting expulsion, suspension or removal of College privileges, or (b) repetition of misconduct after a warning has been imposed. Your term of probation begins immediately and ends on the following date:

If you have any questions, please do not hesitate to contact me in the Office of Student Development.

Sincerely,

[incident][assignee]
Conduct Officer & Student Development Associate
Office of Student Development

Incident: [incident][description]
Order of No Contact

[date]

[student fullname] [student school student id]
[student perm address]

Dear [student fullname]:

This letter is written pursuant to the reported conduct violation which occurred on [incident date]. As a result of our ongoing investigation, Gateway Community College is enforcing the following:

No Contact Order - Effective immediately, you are to have no contact with the other involved individuals including ______________________. This order is to continue indefinitely, or pending a mutual agreement between the college and all parties involved. To comply with this agreement, you are also precluded from attending the same class section as the aforementioned individuals.

Please note, failure to comply with this agreement will be understood as an act of Prohibited Conduct, as set forth by the Connecticut Board of Regents, and will be handled by the student conduct process.

If you have any questions, please do not hesitate to contact me the Office of Student Development: 203-285-2090.

Sincerely,

[incident assignee]
Conduct Officer & Student Development Associate
Office of Student Development

Incident: [incident item]
Title IX Investigation Findings

[date]

[studentfullname] ([student|school_student_id])
[student|perm_address]

Dear [student|fullname]:

This letter is in reference to the meeting regarding a report of sexual misconduct which occurred on [date] in the [location] which involved [victim’s name]. Any inappropriate touching is considered a violation of the Board of Regents’ Sexual Misconduct policy.

In response to this violation, the following sanctions have been imposed effective immediately:

- Probation for one semester, beginning [date] and ending on [date]. Probation means that a misconduct not warranting expulsion or suspension has occurred.
- Maintain a no contact order while a student at Gateway Community College.
- Write a letter of apology to the student and deliver it to the Dean of Student Affairs’ Office by [date]
- Complete the [program name] and submit a certificate of completion to the Dean of Student Affairs’ Office by [date].
- [date] submit a report from a licensed therapist addressing the situation and issues that lead to the violation of the Sexual Misconduct Policy.
- You are not to use the parking garage to avoid the possibility of coming into contact with the student.

In line with the values instituted by the Board of Regents, Gateway Community College supports respect for the safety, dignity and rights and individuality of each member of our community. It is our expectation that you would adhere to these values.

If you violate or you do not adhere to the conditions of these sanctions or if the behavior persists, you may be subject to suspension or expulsion.

If you have any questions, please do not hesitate to contact me in the Student Affairs Office.

Sincerely,

[incident_assignee]
Dean of Student Affairs
Title IX Investigation Findings

[Date]

[Student's Full Name] [Student's School Student ID]
[Student's Perm Address]

Dear [Student's Full Name]:

This letter is in reference to the meeting regarding a report of sexual misconduct which occurred on [date] in the [location] which involved [victim's name]. Any inappropriate touching is considered a violation of the Board of Regents' Sexual Misconduct policy.

In response to this violation, the following sanctions have been imposed effective immediately:

- Probation for one semester, beginning [date] and ending on [date]. Probation means that a misconduct not warranting expulsion or suspension has occurred.
- Maintain a no contact order while a student at Gateway Community College.
- Write a letter of apology to the student and deliver it to the Dean of Student Affairs' Office by [date].
- Complete the [program name] and submit a certificate of completion to the Dean of Student Affairs' Office by [date].
- [date] submit a report from a licensed therapist addressing the situation and issues that lead to the violation of the Sexual Misconduct Policy

In line with the values instituted by the Board of Regents, Gateway Community College supports respect for the safety, dignity and rights and individuality of each member of our community. It is our expectation that you would adhere to these values.

If you violate or you do not adhere to the conditions of these sanctions or if the behavior persists, you may be subject to suspension or expulsion.

If you have any questions, please do not hesitate to contact me in the Student Affairs Office.

Sincerely,

[Incident Assignee]
Dean of Student Affairs
Gateway’s Personal Counseling

(Student 13)

Student Conduct Decision

[date]

[student[fullname] (student[school_student_id])
[student]perm_address]

Dear [student[fullname]]:

This letter is written pursuant to the reported conduct violation which occurred on [incident[incident_date]]. After reviewing all of the information presented, our office has determined that you have violated the following Board of Regents’ Student Conduct Code, as outlined in the Gateway Community College Student Handbook:

Responsible Findings

As a result of this finding, the college has imposed the following sanctions:

Personal Counseling Referral: You are required to make an appointment with [name of Gateway counseling staff] in the Center for Student Success, and comply with all follow-up measures set forth. This referral is not to be seen as a punishment, but rather an opportunity for you to reflect more on your behavior, and develop better strategies to comply with the Expectations for Student Conduct.

Deadline/End Date: [deadline_date]

Please note: To avoid further sanctions or registration hold, and to continue as a student at Gateway Community College, all sanctions and/or follow-up measures must be completed. If you have any questions, please contact:

If you have any questions, please do not hesitate to contact me in the Office of Student Development.

Sincerely,

[incident_assignee]
Conduct Officer & Student Development Associate
Office of Student Development

Incident: [incident[description]]
Student Conduct Decision

[date]

[studentfullname] ([student|school_student_id])
[studentperm_address]

Dear [studentfullname]:

This letter is written pursuant to the reported conduct violation which occurred on [incident|incident_date].

In accordance with the Board of Regents Policy on Student Conduct, our office has received information indicating you have engaged in Prohibited Conduct as set forth in the Policy on Student Conduct.

RESULTS OF THE INVESTIGATION:
An investigation has been conducted and all parties have been heard. Based on this information, we have determined that you have violated the following Board of Regents' Student Conduct Code, as outlined in the Gateway Community College Student Handbook:

Responsible Findings

As a result of this finding, the college has imposed the following sanctions:

RECOMMENDED SANCTION

Given the results of the investigation, the recommended sanction(s) for the violation(s) is/are:
Suspension: Suspension is a temporary separation from the College that involves denial of all student privileges, including entrance to college premises for the duration of the suspension, and may include conditions for reinstatement. [start_date | end_date].

Community Restitution: You are required to perform community service in the amount listed below. Please note that community service is not to be seen as punishment, but as a chance to grow and reflect on your behavior which led up to this point. Your location of community service must be approved by the Office of Student Development. Please have your service supervisor write and sign a short statement approving your service time. (100 Hours)

Violence and Aggression Paper: The purpose of this assignment is for you to explore your own thoughts on violence and aggression, identify alternative conflict resolution skills and examine violence as means of conflict resolution from an example in pop-culture. General items addressed in the paper include: A description of how the student learned to deal with conflict and its effectiveness; An evaluation of published conflict management styles; Describe methods of non-physical methods of conflict resolution and evaluate their anticipated effectiveness; Develop and analyze strategies for effectively managing
conflict in a hypothetical situation; an evaluation of how interpersonal conflict that resulted in violence was resolved in a movie, play or television show; A reflection on the incident which resulted in this outcome; and a response to how this incident has impacted one's college career and life. You must schedule a follow-up meeting with the Student Development Associate who facilitated the resolution to the case and assigned the outcome in order to discuss your paper.

You may opt for a Student Conduct Hearing in writing by signing the Conduct Hearing Request (attached) or you may sign the offered Agreement and waive your rights to a hearing.

NOTE: If you do not submit sign the Agreement or Hearing Request by [date], a hearing will be scheduled for you, and will take place with or without your attendance.

I encourage you to consult with someone you trust before deciding whether to resolve this matter by signing an Agreement, or a Student Conduct Hearing.

If you have any questions, please do not hesitate to contact me in the Office of Student Development.

Sincerely,

[incident_assignee]
Conduct Officer & Student Development Associate
Office of Student Development

Incident: [incident_number]
Gateway’s title IX Flow Chart
(Section 15)

Flow Chart on Title IX and Clery - How, Who and What To Report

**Title IX**
- Sex-based discrimination, sexual harassment, and sexual violence including attempted or completed rape or sexual assault, sexual harassment, stalking, voyeurism, exhibitionism, verbal or physical sexuality based threats or abuse, and intimate partner violence.
- All crimes must have involved 2 Gateway students, or 2 Gateway employees, or 1 Gateway student and 1 Gateway employee.
- As soon as you are aware that someone is disclosing, make them aware of your reporting obligation so that they can determine what information they would like to disclose. Provide the person with a Survivor Rights and Options Booklet (can be found on the Gateway webpage.)
- Report to Jennifer Wenderoth-Holster through the CARE Network ASAP
  - (203) 285-2412
  - JWenderoth@gatewayct.edu
  - Office: N110
  - Only confidential employee

**Clery**
- Sexual assault, domestic violence, dating violence, stalking, hate crimes (whether actual or perceived, including, race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability), murder, manslaughter, robberies, aggravated assault, burglary, motor vehicle thefts, and arson.
- All crimes must have occurred on property overseen by Gateway. It does not have to involved a Gateway student and/or Gateway employee.
- Report to Sargent Cary Broderick by e-mail 
  CBroderick@gatewayct.edu
  ASAP

**What to Report:**
- Any and all information obtained
- Relevant facts
- Names of those involved

**What to Report:**
- The type of crime
- The date of the crime
- The location of the crime
Gateway’s Employee’s Requirements
(Section 16)

EMPLOYEE REQUIREMENTS

TITLE IX

What is Title IX?
Title IX is a federal civil right that prohibits sex discrimination in education.

What incidents are covered by Title IX?
Sex-based discrimination, sexual harassment, and sexual violence including attempted or completed rape or sexual assault, sexual harassment, stalking, voyeurism, exhibitionism, verbal or physical sexuality-based threats or abuse, and intimate partner violence.
- All crimes must have involved a student and/or Gateway faculty member.

Who reports for Title IX?
Responsible Employees (REs)
All employees of Gateway Community College EXCEPT:
- Gender Equity Center Coordinator
- Finance/Purchasing, Payments Office
- Student Employee
- Organizations Using GCC space (Cafeteria, Bookstore, Library, Volunteers and others)

What is a RE’s primary responsibility?
- REs have responsibilities to report gender-based discrimination, sexual harassment, and sexual violence to the Title IX Coordinator (Who conducts an investigation)
- Must provide the student with a copy of Gateway’s Survivors Rights and Options booklet

What information does a RE report?
- Any information that was given to them.

CLERY

What is the Clery Act?
The Clery Act is the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. All public and private institutions of postsecondary education participating in federal student aid programs are subject to it.

What crimes are covered by Clery?
Sexual assault, domestic violence, dating violence, stalking, hazing crimes (whether actual or perceived, including, race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability), murder, manslaughter, robbery, aggravated assault, burglary, motor vehicle thefts, and arson.
- All crimes must have occurred on property overseen by Gateway.

Who is responsible for making reports?
All CSAs - Campus Security Authorities
- Any Staff Member in Office of Student Activities, excluding student employees
- Advisors of Student Organizations
- Any Faculty or Staff Member Responsible for a Campus Activity (Examples: hosting a workshop, sponsoring a lecture, chaperoning an event)
- Director of Athletics and Coaches
- All Security Staff and Campus Police
- Student Conduct, Housing Board Members, Dean of Student Affairs

What is a CSA’s primary responsibility?
- Report information for timely warnings and crime statistics
- CSAs must report allegations made in good faith to the Clery Coordinator
  (For Statistical Purposes Only)
- Must provide the student with a copy of Gateway’s Survivors Rights and Options booklet

What information does a CSA report?
- The type of crime
- The date of the crime
- The time of the crime
- The location of the crime
- No personal identifying information
TITLE IX

When does an RE Report this Information?
As soon as you are aware that the student may have a sex discrimination concern let them know your reporting obligation as a Responsible Employee (RE) so that they can determine what information they would like to disclose.

Sample Script When Dealing with Survivor’s Disclosure
“Excuse me for interrupting. It sounds like you are going to tell me about a situation involving sexual violence (sexual harassment, sexual assault, intimate partner violence or stalking). Please know that I want to help. However, if you want to continue this conversation with me, you need to know that I am a mandated reporter. I have a duty to report this conversation to the college’s Title IX Coordinator. I also have information about resources for counseling, health, advocacy and reporting options. I want you to know that you do not need to share any information on the incident with anyone to receive support and advocacy. Is there anything else I can do for you now?”

Information to Report:
- To report all information that was given to them.
- Relevant facts
- Names of those involved
- Explain to the student their option to ask that the institution consider maintaining the confidentiality of that information, but that the institution may NOT be able to guarantee confidentiality.

How do I respond to a victim?
- Provide the student with a Survivor Rights and Options Booklet.
- Listen to the concern carefully and empathetically without judgment.
- Try not to make comments about the specific people or situations involved in the concern.
- Keep track of the information you heard but do NOT try and investigate.
- Let the student know that they have options on and off campus and if they would like to know more refer them to the Gender Equity Coordinator (the only confidential employee).
  Jennifer Wenderoth-Holister
  203-285-2412
  N110
- If the student asks that you maintain confidentiality after they have shared information with you, tell the student you are unable to and must report the concern.
- Let the student know that even when you report a concern they remain in control of whether or not they want to file a complaint, utilize support or seek other options.
- File a CARE report to the Gender Equity Center through the CARE network.

Report the disclosure with the Title IX Coordinator, Dean Wilson Luna, as soon as possible through the CARE Network. Phone: (203) 285-2210 Extension: 5-2210 E-Mail: wlluna@gatewatct.edu

CLERY

When does a CSA Report this Information?
As soon as you are aware that the student may have been victim of sexual assault, domestic violence, dating violence, stalking, hate crimes (whether actual or perceived, including race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability), murder, manslaughter, robberies, aggravated assault, burglary, motor vehicle thefts, and arson, let them know your reporting obligation as a campus Security Authority (CSA) so that they can determine what information they would like to disclose.

Reporting information of allegations made
- The type of crime
- The date of the crime
- The time of the crime
- The location of the crime

What happens after I report the disclosure?
- Information that was provided (type of crime, date, time location) is used in Gateway’s yearly Clery report, Campus Safety and Security Survey.
- The student is not contacted, as no personal identifying information is given.

What happens after I make a report?
- The Dean of Student Affairs will respond promptly and effectively. An investigation apart from any separate criminal investigation by local police will be started to take immediate action to eliminate the sexual harassment or sexual violence, prevent its recurrence, and address its effects.
- The students involved will be contacted by the Dean of Student Affairs office.
Gateway’s Survivors Rights and Options Booklet

(Section 17)

Survivor Rights and Options

Seeking help in cases of sexual violence, stalking, harassment, and intimate partner violence.
# Table of Contents

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Finding Support:

Student disclose information about sexual abuse, stalking, or intimate partner violence:

- Yes
  - Take a Break
  - Seek Medical Attention
  - Communicate with Campus Support

- No
  - Inform college employee about confidentiality policy for the Gender Equity Coordinator

Does student want to speak with someone about the incident or situation?

- No
  - Provide information on the call center

How does the student want to handle the incident or situation?

Resources:

- Office of Development:
  - Office of Development: 283-300-1234

- Student Support:
  - Student Support: 283-300-5678

- Women & Gender Studies:
  - Women & Gender Studies: 283-300-9012

- Counseling:
  - Counseling: 283-300-0987

- Financial Aid:
  - Financial Aid: 283-300-1234

- Legal Services:
  - Legal Services: 283-300-5678
Full Confidentiality

- The professional will not share identifying information with others.
- Unless credible threat of harm to self or others.

Gender Equity Center

N110, 203-285-2412,
Jennifer Wenderoth - Holster

The mission of the Gender Equity Center is to coordinate on-campus sexual violence prevention programming, and to provide students with resources and referrals in response to Sexual Violence including Sexual Assault, Sexual Harassment, Stalking and Intimate Partner Violence.

- Confidential Consultation
- Confidential Crisis Response
- Prevention Programming

Cornell Scott Hill Health Center

N114, 203-503-3740

The Hill Health Center offers individual counseling services to students. We provide healthcare services for a fee and are able to offer reduced rates to people without insurance as long as they qualify based on income.

- Confidential counseling
- Locations throughout New Haven, including on campus
Women & Families Center
Sexual Assault Crisis Services (SACS)

24-hour Hotline: 888-999-5545 (English)
888-568-8332 (Spanish)

SACS covers Meriden, Wallingford, Cheshire, Middlesex County, and Greater New Haven, offering assistance to survivors and their loved ones. Hotlines are open 24/7 with immediate access to trained, certified counselors who maintain confidentiality. Additionally, Spanish and sign language interpreters are available. Services include:

- Short-term individual crisis counseling
- Support groups
- Campus advocacy
- Volunteer opportunities
- Information and referrals
- Education programs

New Haven Vet Center:
Sexual Trauma Program

203-932-9899

Provides sexual trauma and harassment counseling to veterans of both genders who have been honorably discharged.

BH Care Umbrella Center for
Domestic Violence Services

- Greater New Haven: 203-789-8104
- Lower Naugatuck Valley: 203-736-9944
- Statewide Hotline Toll Free: 1-888-774-2900

Hotlines are open 24/7 with immediate access to trained, certified counselors who maintain confidentiality. Services include:

- Individual and group counseling
- Court based services
- Latino outreach
- Safe houses
- Lethality Assessment Program with local police
- CHERISH Program (Late Life Victims)
- Community Education
- My Sister’s Place (Thrift Shop)
Limited Confidential Resources On-Campus
Counseling and Student Success Center

N213, 203-285-2090

To ensure swift access, when calling, be sure to indicate that it is a crisis situation, and the student will be seen immediately.
- Immediate counseling appointments for crisis situations
- Free for students
- Limited confidentiality. Counselors have a duty to communicate information (to the Student Development office) that comes to their attention of possible sexual misconduct such as sexual assault, intimate partner violence, and stalking
- Assistance with referrals to confidential community resources

Medical Attention
Yale New Haven Hospital

203-688-2222

Be sure to request an advocate from Women and Families Center
- Ensure proper procedures are followed in Rape Kit in timely manner.
- Additional and Ongoing Support Services Provided
- All services Free and Confidential

Yale provides services 24/7 and has trained staff who can collect the necessary evidence to aid a criminal investigation.
- Medical evaluation and treatment
- Medical evidence collection facilitation
- Emergency contraception
- Screening for STD/infections
- Medication to prevent any STD/infection
Notifying Authorities

Student Conduct and Title IX Investigations

When the accused is a student, faculty or staff member:

<table>
<thead>
<tr>
<th>Student Development: N213, 203-285-2090</th>
</tr>
</thead>
</table>

The Student Development office will:
- Conduct a prompt investigation or
- Act as the student liaison for an Employee Investigation
- Provide those involved in a report of sexual harassment, sexual assault or intimate partner violence, reasonably available options for changing:
  - Academic schedules
  - Work situations
  - Honoring lawful protective or temporary restraining orders

Law Enforcement

<table>
<thead>
<tr>
<th>Gateway Campus Police: N105, 203-285-2246</th>
</tr>
</thead>
</table>

Officer Cary Broderick

Police - Emergency

Help you with:
- Strives to keep the college safe
- Work in connection with local police in ongoing investigations

<table>
<thead>
<tr>
<th>Local Police Department: 911</th>
</tr>
</thead>
</table>

Your local police department will:
- Help you to obtain medical assistance
- Conduct a criminal investigation
- Connect you with support services
Rights and Legal Attention

Restraining and Protection Orders

Civil Restraining Orders

A civil restraining order can protect you against:
- Your spouse or former spouse
- Someone you are dating or used to date
- Your child/ren’s other parent
- Your child, parent, or other relative
- Someone you live with or used to live with.

To obtain a civil restraining order go to the Court Service Center at your local court house and complete the Application for Relief from Abuse and Affidavit for Relief from Abuse forms.

Civil Protection Orders

A civil protection order can protect you against:
- Your sexual assault abuser
- Someone who is stalking you

To obtain a civil protection order go to the Court Service Center at your local court house and complete the Application for Civil Protection Order and Affidavit Civil Protection Order forms.

Follow these steps when filling out a Civil Restraining and Civil Protection Orders

- Fill out the forms.
- You must tell the truth on your forms!
- Also, be aware that the other person will get a copy of your forms (except your contact information).
- The clerk will give your forms to a judge. The judge will decide if you will get a temporary restraining/protection order. The order protects you for a maximum of 14 days, until your court hearing. If you want an order to last more than 14 days, you must go to the hearing and tell the judge what you need.
- The clerk will give you a time and date of your hearing, and copies of the restraining/protection order or other court papers to serve the other person.
- Ask a marshal to serve a copy of your court papers to the other person. The marshal will serve the papers for free. The clerk can give you a list of marshals.
- You must have the other person served at least 5 days before the hearing.
In Connecticut, all survivors of crime have rights that are protected by law including:

- Assistance in obtaining immediate medical care, if required. Obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Information pertaining to how to apply for a restraining order is through the Office for Victim Services (1-800-822-8428).
- Request to be notified of court proceedings, including arrest, arraignment, and release of the offender.
- Be protected from harassment from an employer for appearing as a witness if you have received a subpoena.
- Have property returned if it was seized by police in the investigation or prosecution of the crime committed against you.
- Make an application for compensation for any bodily injuries you have suffered as a result of the crime.
- Request to be informed of services and agencies that can help you, including the assistance of a court-based victim advocate.

In addition, if you are a survivor of family violence, including threats of violence:

- The police have the responsibility of whether or not to make an arrest. An officer can arrest your abusive partner with or without your consent if the officer believes a crime has been committed.
- You have the right to request the arrest of an offender and the right to file a complaint with the police.
- If your abusive partner is arrested for a family violence crime, he/she must appear in court the next court day, at which time you can request a protective order.
- If your partner is arrested, there is a family violence victim advocate in court to provide services and support to you. Family Violence Intervention Units in each court evaluate cases and provide services for both victims and offenders.
- If you want to know when your partner is scheduled to appear in court, you can contact the clerk of the court for that information. You are encouraged to keep in touch with the victim advocate to see which court hearings are important for you to attend.
Definitions

SEXUAL ASSAULT: Consists of a range of behaviors from sexual contact to sexual intercourse without the presence of consent. Sexual Assault is a violation of the BOR Sexual Violence Policy.

- **Non Consensual Sexual Contact**: Is any intentional sexual touching, however slight, with any object, by any person(s) upon any other person(s) that is without consent and/or by force. Non Consensual Sexual Contact includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

- **Non Consensual Sexual Intercourse**: Is any sexual intercourse, however slight, with any object, by any person(s) upon any other person(s) that is without consent and/or by force. Non Consensual Sexual Intercourse includes vaginal or anal penetration, by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact. For further information on sexual assault crimes under Connecticut Law, see Connecticut General Statutes, Sections 53a-65 through 53a-73a (www.jud.ct.gov/)

CONSENT: Must be informed, freely and actively given, involving an understandable exchange of affirmative words or actions, which indicates a willingness to participate in mutually agreed upon sexual activity.

- It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement.
- The lack of a negative response is not consent.
- Consent may not be given by a minor or by any individual who is incapacitated, whether voluntarily or involuntarily, by drugs and/or alcohol.
- Past consent of sexual activities does not imply ongoing future consent.
- Consent may be withdrawn at anytime.

INTIMATE PARTNER VIOLENCE: Is the use of physical violence, coercion, threats, intimidation, isolation, stalking, or other forms of emotional, sexual or economic abuse used to control a partner in an intimate relationship constitute intimate partner violence. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone. This may include Physical, Emotional, Economic or Sexual Abuse. Intimate partner violence can be a single act or a pattern of behavior in relationships. Intimate partner relationships are defined as short or long-term relationships (current or former) between persons intended to provide some emotional/romantic and/or physical intimacy.
• **Physical abuse**, which can involve but is not limited to, slapping, pulling hair or punching.
• **Emotional abuse**, which can include but is not limited to, damage to one’s property, driving recklessly to scare someone, or name calling.
• **Economic abuse**, which can involve making or attempting to make an individual financially dependent by maintaining total control over financial resources, withholding one’s access to money, or forbidding one’s attendance at school or employment.
• **Sexual abuse**, coercing or attempting to coerce any sexual contact or behavior without consent. Sexual abuse includes, but is not limited to, marital rape, attacks on sexual parts of the body, forcing sex after physical violence has occurred, or treating one in a sexually demeaning manner.
• **Threat of abuse**, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.

**SEXUAL HARASSMENT**: Consists of unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when:

a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s academic standing or employment or receiving any other benefit or privilege they are entitled to.

b. Submission to or rejection of such conduct is used as the basis for academic or employment decisions affecting such person; or receiving any other benefit or privilege they are entitled to.

c. Such conduct has the effect of substantially interfering with a person’s academic or work performance or creating an intimidating, hostile, or offensive academic working, educational, or living environment.

Sexual Harassment may include: flirtation, jokes, and/or comments about someone’s appearance.

**STALKING**: Is defined as a course of conduct directed at a specific person that would cause a reasonable person to fear for her or his safety, for the safety of a third person, or to feel extreme emotional distress.

• Stalking behaviors include, but are not limited to: non-consensual communication by any means, use of surveillance (in person or via electronic means, collecting information about a person’s routine, friends, family, or coworkers, uninvited visits to a residence, workplace, classroom, worship location, or other locations where an individual is commonly found.

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

• “Emotional distress” means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.
Gateways' Brochures on Sexual Assault, Intimate Partner Violence, Stalking, Sexting, LGBT, Gender Equity Center, Restraining and Protection Orders, Title IX and Clery (Section 18)
The Facts

Sex without consent is rape:
• You never asked. 
• It happened when you didn’t agree or say yes.
• They used force if you resisted.
• It happened to someone you knew or didn’t know.

Sexual assault:
• 60% of sexual assaults occur in the context of a relationship.
• A sexual assault can happen to anyone.
• 42% of victims were killed by anyone.

Action to intervene:
• 14% of college sexual assault experiences.
• The presence of a bystander who could take action.
• 63% of sexual assaults begin to happen in the first 20 minutes.
• Consent may not be given by a minor or by someone under drugs.

Sexual assault:
• 58% of sexual assaults are committed by an acquaintance.
• They can be against a college student or an adult.
• They can be against any person.
• They can be against a woman.

Every minute, someone is sexual assaulted.

Consent:
• Consent is never given by someone who is under the influence of drugs.
• Consent must be informed, freely and voluntarily given.
• It’s the responsibility of the person to say yes.
• The lack of consent is not an excuse for sexual activity.
• Even if the person says yes, it doesn’t mean consent.

Without consent:
• You have no control.
• It’s not consensual.
• It’s not your choice.
• It’s not your body.
• It’s not your decision.

Violent means:
• Physical force.
• Physical trauma.
• Physical pain.

With consent:
• Consent is mutual.
• Consent is mutual.
• Consent is mutual.
• Consent is mutual.

Without consent:
• Without consent, you have no control.
• Without consent, you have no choice.
• Without consent, you have no say.
• Without consent, you have no power.
• Without consent, you have no rights.
• Without consent, you have no voice.
• Without consent, you have no freedom.
• Without consent, you have no life.
• Without consent, you have no happiness.
• Without consent, you have no love.
• Without consent, you have no future.

What is Sexual Assault?
What to Do If It Happens to You

Violence

Partner

Intimate

Resources Inside of Gateway

Room N113
Contacting and Student Success Center
Room N14
Comell Student Health Center
Room 10
Women's Center (Womencentered) (202)352-4112
Comell Equity Center Hosted
Women's Center Hosted

Resources Outside of Gateway

Connecticut Coalition Against Domestic Violence
970-1762 or 888-772-9000

Umbrella Center for Domestic Violence
24-Hour Spanish Hotline: (844)493-1-9200
24-Hour English Hotline: (888)772-9000
Connecticut 211 (Free) 877-486-8010

What You Can Do

Develop a safety plan.
- Present
- Be prepared at the level of danger
- Don't minimize your fears.
- You're in danger; you probably are.
- Always trust your gut if you think danger.
- Call 911 if you're in immediate danger.

To obtain a civil restraining order go to the courthouse at your

City Hall.

- Someone you live with or used to
- Your child's parent or other relative
- Your children's other parent
- Someone you are dating or used to
- Your spouse or former spouse

Protect yourself:
- A civil restraining order that can
- Which includes:
- Find our about your legal options
- Or an advocate who can help you

Speak with someone like a counselor.
Warning Signs

If someone any of these things, then you may be in a violent relationship:
- They use emotional or psychological abuse
- They use physical abuse
- They control your finances
- They control your movement
- They use threats to harm you or your children
- They constantly put you down
- They are jealous
- They use drugs or alcohol
- They are dishonest
- They are manipulative
- They are possessive
- They are abusive

Types of Abuse

- Physical Abuse
- Emotional or Psychological Abuse
- Sexual Abuse
- Financial Abuse

The Facts

- 1 in 4 women and 1 in 7 men experience physical violence in their lifetime.
- 4 million women and more than 1 million men experience sexual violence in their lifetime.
- 7 to 10 million women and men experience emotional abuse in their lifetime.
- 5 million women and men experience psychological violence in their lifetime.

What is Intimate Partner Violence?

Intimate partner violence (IPV) is a pattern of coercive and controlling behavior that can include psychological aggression, physical aggression, and economic aggression. It is a form of domestic violence that occurs in intimate relationships and can be directed at both men and women. Intimate partner violence can lead to physical harm, psychological trauma, and emotional distress. It can also have long-term effects on mental health and overall well-being. If you or someone you know is experiencing IPV, it is important to seek help and support. There are resources available to help individuals and families affected by intimate partner violence. It is important to speak out and seek help if you or someone you know is experiencing IPV. It is never too late to seek help and break the cycle of violence.
IT IS A CRIME

Stalking

Resources Outside of Gateway

www.wicinc.org
(631) 449-2446
9:00am-6:00pm
Helpline
Victim Center
Helpline

Resources at Gateway

www.gateway.edu
(203) 285-2900
Contacting and Student Success Center
Room N110
J. Woodrow G. Lawrence Center
(203) 285-2412
Gender Equity Coordinator
Jennifer Winstedt-Hostetler

What You Can Do?

- Keep a cell phone handy
- Know your route
- Plan your escape
- Save any evidence the stalker leaves
- Let friends or family know when you are going and when you will be back.
The Facts

11 and 12.
Experienced stalking between the ages of
1 to 5 female victims and 1 to 4 male victims
the age of 25.

In 2012, 17% of male and female victims
were stalked.

More than 5% of female victims and
4% of male victims are stalked.

By a current or former intimate partner.

41% of male and female victims are stalked.

By a current or former intimate partner.

60% of female and 58% of male victims are stalked.

1% of stalkers have stalked before.

Stalking and 3% are sexually assaulted.

Nearly 9% of female victims were stalked.

Nearly 6% of female and male victims were stalked.

69% of stalking victims are women.

78% of stalking victims are male.

56% of stalking victims are women.

22% of stalking victims are male.

47% of stalking victims are female.

33% of stalking victims are male.

Stalking victims are stalked by someone
their lifetime.

Their lifetime.

In their lifetime.

In their lifetime.

6% of male and 1 of female victims.

6 million people are stalked a year.

Resources at Gateway

1111 N 7th St
205-2012
(34) 252-3900

Center

Conleying and Student Success

Gateway

Gender Equity Coordinator

What is Stalking?

Information

Got a friend who

is stalking you?


Gateway.

protection order for

Gateway.

Stalking

Gateway.

Gateway.

Stalking

Gateway.

Stalking

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Eating

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Sexting

Gateway.edu
New Haven, CT 06510
20 Church Street
Center Equity Center

Resources at Gateway

What You Can Do?

Once It's Sent You

Can't Get It Back

What You Can Do?

\[ \begin{align*}
& \text{If you need help or advice about sexting, visit Gateway's Counseling and Student Success Center.} \\
& \text{Room N123} \\
& \text{(203) 285-2090} \\
& \text{Room N110} \\
& \text{Mendham@gateway.edu} \\
& \text{(203) 285-3412} \\
& \text{Center Equity Coordinator} \\
& \text{Jennifer Mendham-Joel} \\
\end{align*} \]
Gateway
Understand Differences
Respect Diversity
Lesbian Gay Bisexual Transgender

Gateway.edu
29 Clifton St.
New Haven, CT 06510
Gateway@Gateway.edu
(888) 843-8544
100 Main St.
New Haven, CT 06510
(203) 572-7252
New Haven Pride Center

External Resources
Transgender Activist
AIDS Action Committee
Club gay GW@Gateway.edu
Club straight GW@Gateway.edu
Club queer GW@Gateway.edu
Room 109
7:00 pm - 9:00 pm
Meetings every other Thursday
Room 104
250-260 Commonwealth
Community and Student Success Center
Room 110
282-2412

Resources at Gateway

What Can You Do?

- Use the name and pronoun that
  is correct for others to come out.
- Make it clear for others to come out.
- Encourage nondiscrimination policies
  and enforcement.
- Avoid dominant homophobic remarks.
- Examine your own response to anti-gay
  comments.
- Examine your own response to anti-gay
  comments.
- Be informed and examine your own
  understanding the meaning of sexual
  identity.
- Attend a presentation on sexual
  orientation or gender identity.
- Be aware of symptoms you may have.
- Overhear
- Identify subtle and durum that you
  encounter nondiscrimination policies
  and enforcement.
- Avoid dominant homophobic remarks.
FACTS

The term "transgender" refers to a person whose gender identity does not correspond to their sex assigned at birth. Transgender people may identify as male, female, or somewhere in between, or may identify with a gender that is different from what was assigned at birth. Transgender people may also experience discrimination and prejudice based on their gender identity and expression, leading to mental health issues, social isolation, and other challenges.

The health of transgender people is often negatively impacted by discrimination and prejudice, which can lead to higher rates of physical and mental health issues. Transgender people may also experience discrimination in the workplace, education, and other areas of life.

The LGBT community is an umbrella term that includes lesbian, gay, bisexual, transgender, and queer individuals. These communities work to promote equality and acceptance for all individuals, regardless of their sexual orientation or gender identity.
and social gender. The difference between biological sex and social gender is that one is based on physical characteristics, while the other is based on societal roles and expectations. Understanding this nuance is crucial when understanding gender equality and addressing gender-based violence.

Transgender and non-binary people face unique challenges in society due to the social and cultural expectations placed on them. It is important to recognize and support the rights and needs of these communities.

A Gender Equity Coordinator is responsible for creating a safe and welcoming environment for all students. They work to address issues related to health, safety, and support services. The Gender Equity Center offers a range of programs and resources to provide education and support.

What is a Gender Equity Coordinator?

The Gender Equity Coordinator is an individual who works to address issues related to gender and sexual orientation. They create a safe and inclusive environment for all students, regardless of gender, sexual orientation, or identity. They are responsible for providing education, support services, and resources to prevent and address violence.

What is Intimate Partner Violence?

Intimate partner violence is a type of abuse that occurs within a relationship. It can take many forms, including physical, emotional, and sexual violence. The Gender Equity Coordinator works to address intimate partner violence through education, support services, and resources.

What is Sexual Assault?

Sexual assault is a type of violence that occurs when someone is forced into a sexual act against their will. It can take many forms, including rape, sexual harassment, and sexual exploitation. The Gender Equity Coordinator works to address sexual assault through education, support services, and resources.

What is Consent?

Consent is an essential aspect of sexual conduct. It requires that both parties are fully aware and willing to engage in a sexual act. The Gender Equity Coordinator works to promote consent education and support services to prevent sexual assault.

A safe and supportive environment is crucial for all students. The Gender Equity Coordinator works to address issues related to gender, sexual orientation, and identity, ensuring that all students feel supported and safe.

The Gender Equity Center provides a range of programs and resources to support students and promote equity and inclusion.

Gender equity does not imply equality. It recognizes that men and women are treated differently based on their gender identity or expression. The Gender Equity Coordinator works to address gender-based violence and promote a culture of respect and inclusion.

Gender equity is the process of being fair and equal in all aspects of life.
ORDERS
CIVIL PROTECTION
RESTRAINING &
HOW TO GET CIVIL
WWW.GATEWAY.EDU

Gateway
Community College
201 Truman Street
gateway.EDU

www.proxyorder.org

CONSULTATION: (860) 392-2001
Dogwood Center
24 Hour Support Line: (888) 337-2000
Domestic Violence
24 Hour Support Line: (888) 392-9999

Gateway
Community College
201 Truman Street
New London, CT 06320
Center Equity Center

www.proxyorder.org

CONSULTATION: (860) 392-2001
Dogwood Center
24 Hour Support Line: (888) 337-2000
Domestic Violence
24 Hour Support Line: (888) 392-9999

Gateway
Community College
201 Truman Street
New London, CT 06320
Center Equity Center

What if the other person
 Blows the Order?

If you are in danger and should call

9-1-1.

If the other person disperses a

restraint/protection order, you can call

the police and show them your order.

If the other person disperses a

restraint/protection order, you can call

the police and show them your order.

If you are in danger and should call

9-1-1.

If the other person disperses a

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If you are in danger and should call

9-1-1.

If the other person disperses a

restraint/protection order, you can call

the police and show them your order.
You must have the other person served at least 5 days before the hearing.

Some people who are serving you:
- someone who is related to you
- someone who is a neighbor or close friend
- someone who is a member of the same family
- someone who is an employee of the court
- someone who is an employee of a legal aid organization
- someone who is a volunteer
- someone who is a family member
- someone who is a friend
- someone who is a relative
- someone who is a colleague
- someone who is a professional

You must have the other person served at least 5 days before the hearing.

You will need the other person's address to serve them.

You will need the other person's telephone number to serve them.

You will need the other person's social security number to serve them.

You will need the other person's date of birth to serve them.

You will need the other person's place of employment to serve them.

You will need the other person's email address to serve them.

You will need the other person's home address to serve them.

You will need the other person's place of residence to serve them.

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You will need the other person's place of residence to serve them.

You will need the other person's place of school to serve them.
DO YOU HAVE TO REPORT?

Contact Information:

Confidential Counselor:

Jennifer Wimberley
Coordinator

t: 732-475-7651

Email: jwimberley@gateway.edu

Gateway Community College
New Haven Center
20 Church Street

DO YOU HAVE TO REPORT?

We are required by law to report any suspected or confirmed cases of

- Sexual Assault
- Sexual Harassment
- Stalking
- Dating Violence

The ONLY exception is when you have a Legal Duty to report.

If you have any questions, please contact the

Confidential Counselor.

Gateway Community College
New Haven Center
20 Church Street

Contact Information:

Confidential Counselor:

Jennifer Wimberley
Coordinator

Email: jwimberley@gateway.edu
Agreement between
Women & Families Center and
Gateway Community College
for Report or Disclosure of Sexual Assault

When a Gateway Community College (GCC) student, and or GCC staff member on behalf of student, calls the
Women & Families Center (WFC) for services, the following agreement will go into effect.

The WFC Advocates are on call 24/7 and may come to GCC if called when a sexual assault has been reported. WFC is a member of the GCC Campus Resource Team (CRT).

Procedures:
1. GCC will contact WFC SACS for cases of sexual violence.  
   888-999-5545 (English) 888-568-8332 (Spanish)

2. If contacted by GCC personnel about an assault reported or disclosed by a student or employee, WFC Advocate follows WFC Sexual Assault protocols, including WFC’s Confidentiality Policy, in accordance with CGS 52-146k. The Advocate may respond to campus, if requested by the student (survivor) or employee (survivor) and GCC personnel for the purpose of accompaniment through reporting processes. The Advocate will meet with the student at the Student Success Center (N213); the Advocate will meet with the employee in the Human Resources office (N324). Off campus locations would include the WFC New Haven office, local police departments or hospitals in New Haven. Crisis counseling may also be provided by phone to the survivor if needed. In accordance with WFC’s Confidentiality Policy, no information will be provided to GCC about the survivor seeking services without the written consent of the survivor.

3. If WFC Advocate provides services to a GCC student or employee in the community, the following procedures will be followed:
   a. WFC Advocate follows WFC Sexual Assault protocols. This includes WFC’s Confidentiality Policy, in accordance with CGS 52-146k. No information on the survivor receiving services will be provided to GCC without the written consent of the survivor.
   b. WFC Advocate will let the survivor know of campus resources: WFC Advocate informs the survivor about the availability of campus resources. The survivor will be provided with a brochure developed by CRT to illustrate provided services and survivor rights.
c. **WFC Advocate will inform the survivor about the CRT details:** If this is an
in-person interaction, the Advocate should then provide the survivor with the
brochure developed by CRT to illustrate provided services and survivor rights. If
this is a phone interaction, the WFC Advocate will describe the CRT services
illustrated in the brochure and direct the survivor to the CRT website address
(www.gatewayct.edu/sexualassaultrresponse/) for further clarification.

d. **WFC will help survivor connect with CRT member if desired:** Options for
connecting the survivor to CRT include:
- The survivor may contact any member of the CRT directly, when she or he is
  comfortable doing so, with or without informing the SACS Advocate.
- The Advocate can help the survivor to set up an appointment, with a signed
  Authorization for Release of Information and/or accompany the survivor to
  see a CRT member.
- The Advocate can support the survivor in making the initial contact with the
  CRT from the WFC offices.

4. The WFC will make quarterly reports of the number of reported sexual assaults
by GCC survivors (student and employee) to the Title IX Coordinator via email.
No identifying information, including names, location or date of assault or other
details, will be provided to GCC.

<table>
<thead>
<tr>
<th>Women and Families Center</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Name:</strong> Robyn-Jay Bage</td>
</tr>
<tr>
<td><strong>Title:</strong> CEO</td>
</tr>
<tr>
<td><strong>Address:</strong> 169 Colony Street</td>
</tr>
<tr>
<td>Meriden, CT 06451</td>
</tr>
<tr>
<td><strong>Signature:</strong></td>
</tr>
<tr>
<td><strong>Date:</strong> 1/6/15</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gateway Community College</th>
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</thead>
<tbody>
<tr>
<td><strong>Name:</strong> Wilson Luna, Ed.D</td>
</tr>
<tr>
<td><strong>Title:</strong> Dean, Student Affairs</td>
</tr>
<tr>
<td><strong>Address:</strong> 20 Church Street</td>
</tr>
<tr>
<td>New Haven, CT 06510</td>
</tr>
<tr>
<td><strong>Signature:</strong></td>
</tr>
<tr>
<td><strong>Date:</strong> Dec 18, 2014</td>
</tr>
</tbody>
</table>
Memorandum of Understanding

Between

BHcare’s Umbrella Center for Domestic Violence Services

And

Gateway Community College

This Memorandum of Understanding (MOU) is entered into by BHcare’s Umbrella Center for Domestic Violence Services (the Organization), and Gateway Community College (GCC). This MOU formalizes the commitment of the parties to work together to provide trauma-focused services to student and employee survivors of domestic violence (also referred to as “Intimate Partner Violence”) and stalking and to improve the overall response to domestic violence and stalking at GCC. The parties share the goal of preventing domestic violence and stalking on the campus and in the community and responding appropriately to students and employees who are survivors of domestic violence and stalking.

I. Description of the Partner Organization

The Organization is a non-profit, community-based organization which has a primary area of focus for the provision of services to individuals who are survivors of domestic violence, and their children. The Organization provides free, confidential prevention and intervention services and support to include 24-hour hotline, emergency safe housing, risk assessment, counseling, court based victim advocacy, information and referral.

II. History of Collaboration

GCC and the Organization have collaborated in the past to provide information to students about domestic violence and stalking, organized educational programs for students at GCC, and provided professional consultation training for GCC staff. This MOU builds on the previous collaboration to provide services to survivors and additional school officials as resources and capacity allow.

III. The Role of The Organization

The Organization agrees to:

a) Appoint a qualified staff member to focus on making services accessible to and appropriate for students and employees referred by GCC.

b) Continue to make 24-hour domestic violence hotline numbers available in both English and Spanish to students and employees of GCC.

c) Provide confidential crisis intervention, counseling, information and referral, and legal advocacy as requested by students and employees of GCC.

d) Provide students and employees of GCC with information on reporting options, including how to file a complaint with GCC, how to report a crime to campus or local law enforcement and offer to assist students throughout the process.

e) Meet regularly with GCC Campus Resource Team (CRT) to share information about the needs of victims, trends in domestic violence and/or stalking services provided, additional services that
ere needed by students and employees and the effectiveness of GCC’s domestic violence and/or stalking prevention and response program.

f) In coordination with GCC, the staff at the Board of Regents for Higher Education and the Connecticut Coalition Against Domestic Violence (CCADV), provide training opportunities for GCC student services staff, officials involved in student conduct proceedings, and GCC on the incidence and prevalence of domestic violence and stalking, types of domestic violence and stalking, orders of protection, the neurobiology of trauma as it relates to survivors, safety planning and appropriate methods for interviewing and communication with survivors.

g) Assist GCC with the development and provision of prevention and training to faculty, students, and school officials.

IV. The Role of GCC

GCC agrees to:

a) Appoint a CRT member to serve as the liaison with The Organization.

b) Provide training to The Organization staff about on-campus resources that are available to student and employee survivors of domestic violence and stalking, the federal and state requirements for colleges in responding to domestic violence and stalking; reporting procedures for survivors who wish to file a report with college police and/or complaint with GCC officials; the student code of conduct and disciplinary process; and the educational accommodations that can be provided to survivors of domestic violence.

c) Provide printed and online materials about reporting options for students and employees, including information about how to file a complaint with GCC and how to report a crime to local law enforcement.

d) Inform The Organization about the reporting obligations of GCC employees and identify those school employees with whom students can speak confidentially (and any exceptions to that confidentiality).

e) Inform The Organization about GCC prohibitions on retaliation: Allegations of retaliation are treated as escalated conduct incidents and can be reported to the Student Development Office (203-285-2930).

f) Ensure availability of the CRT liaison to meet regularly with The Organization.

g) Collaborate with The Organization on prevention approaches and activities.

V. Confidentiality

The Organization and GCC affirm the importance of providing students and employees with options for confidential services and support. All services provided by The Organization to students and employees of GCC will be kept confidential except in the following circumstances:

If the student or employee wants information shared with GCC or campus security, campus or local law enforcement, The Organization will obtain informed consent for release of information. When releases of information are required, they will be written, informed, and reasonable time-limited.

GCC is committed to maintaining the privacy of student record information, consistent with the law, especially with respect to matters pertaining to sexual violence. The Family Educational Rights and Privacy Act (FERPA) requires that GCC not provide access to or disclose personally identifiable
student information maintained in GCC records without the prior written consent of the student, unless access or disclosure is permitted or required pursuant to the limited provisions of FERPA that permits access or disclosure to such information without the student’s prior written consent.

If the federal or state law required disclosure because there is an imminent risk of harm to self or others, the GCC Employee will:

1. Contact the Student Success Center (during business hours) or campus security or 911 (after hours or over weekends) and clearly state that you need assistance with an emergency. A counselor or police/security staff member will respond directly to you.
   a. Counselors and Security Staff are trained to find a professional who will assist immediately to keep the student and others safe.

2. Because this may not be an isolated incident, and because a fuller picture of a student emerges when various administrators are alerted and can then pool their information, it is important that the reporter complete a Care Report.

VI. Indemnification

Both parties agree to indemnify and hold harmless each other from and against all claims, liability, loss, damage, cost or expense including but not limited to reasonable attorney fees, arising out of, or in connection with, or as a result of the services provided by this agreement.

BHeare’s Umbrella Center for Domestic Violence Services

Name: Roberta S. Cook
Title: President/CEO
Address: BHeare, 127 Washington Ave, North Haven, CT 06475
Signature: 
Date: 1/22/15

Gateway Community College

Name: Wilson Luna, Ed.D.
Title: Dean of Student Affairs
Address: 20 Church Street, New Haven, CT 06510
Signature: 
Date: 1/22/2015
Gateway’s Website Information
(Section 21)

Gender Equity Center

What is the Gender Equity Center?
The Gender Equity Center offers a safe and welcoming space that embodies a non-judgmental and supportive atmosphere. The Gender Equity Center Coordinator is available to talk one on one with students seeking support, assistance, and victim centered counseling for a range of personal issues. We offer support services and referrals related to gender based violence, survivors of sexual violence, intimate partner violence, stalking, acts of bias based on sexual orientation, women's health, sexual orientation and identity.

Our lounge is a relaxing environment to stop in to check your e-mail, read, join a discussion group, pick up free safe sex supplies, or just relax. The center provides education, awareness and prevention programs on issues pertaining to sexual assault, stalking, intimate partner violence, LGBTQ and gender related issues, as well as a number of other topics.

What is Gender Equity?
Gender Equity is the process of being fair to women, men and others without any discrimination on the basis of sex or gender and addressing any imbalances in the benefits available. Gender equity does not imply that women, men or others are the same, but that they have equal value and should be accorded equal treatment.

What is sexual assault? Sexual assault consists of a range of behaviors from sexual intercourse to sexual contact without the presence of consent.

What is stalking? Stalking is a pattern of behavior that makes you feel afraid, nervous, harassed, or in danger. It is when someone repeatedly contacts you, follows you, sends you things, talks to you when you don’t want them to, or threatens you.

What is intimate partner violence? Intimate partner violence is a pattern of coercive and controlling behavior. It is a pervasive, life threatening crime that can affect anyone, regardless of age, gender, economic status, race, ethnicity, religion, sexual orientation or education.

What is LGBT?
LGBT... is an acronym for Lesbian, Gay, Bisexual, Transgender.
- Lesbian: Women attracted to women.
- Gay: Men attracted to men.
- Bisexual: Attracted to both men and women.
- Transgender: Transgender people are those whose psychological self differs from their biological sex they were born with. To understand this, one must understand the difference between biological sex and social gender.

What is Title IX?
Title IX is a federal civil right that prohibits sex discrimination in education. Incidents that are covered by Title IX are sex-based discrimination, sexual harassment, and sexual violence including: attempted or completed rape or sexual assault, sexual harassment, stalking, voyeurism, exhibitionism, verbal or physical sexual-orientation-based threats or abuse, and intimate partner violence.
What Is the Clery Act?
The Clery Act is the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. All public and private institutions of postsecondary education participating in federal student aid programs are subject to it. Crimes that are covered by the Clery Act are sexual assault, domestic violence, dating violence, stalking, hate crimes (whether actual or perceived, including, race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability), murder, manslaughter, robberies, aggravated assault, burglary, motor vehicle thefts, and arson.

Contact Us
Jennifer Wenderoth-Holster, Gender Equity Coordinator
(203) 285-2412 • jwenderoth@gatewayct.edu

GENDER EQUITY CENTER OFFICE, N110
GENDER EQUITY CENTER LOUNGE, N111
Domestic Violence & Emergency Housing

Domestic Violence Services of Greater New Haven
Provides FREE CONFIDENTIAL services to victims of domestic violence.
New Haven, CT (and surrounding New Haven areas)
24-hour Hotline: 203-739-9104

- Emergency Shelter:
  DVG provides temporary emergency, safe shelter for victims of domestic violence and their children. Shelter services include individual and group counseling, advocacy, referrals to local providers, children's counseling/programs, safety education and planning and other support services as needed. Emergency shelter is for women and children only however, separate arrangements are made for sheltering male victims of domestic violence who need to be in a safe place.
- Counseling and Support Groups:
  Safety Planning for survivors and their children
  Family Violence Victims Advocates & Court-Based Advocacy.
  DVG provides Family Violence Victims Advocates (FVVAs) and court-based advocacy to assist victims of domestic violence whose abusers have been arrested for family violence. The FVVA provides information regarding the court process, assistance in obtaining protective orders, safety planning, crime victim information, and domestic violence service referrals. The FVVA facilitates communication between the victim and the court to ensure victim input is considered in case disposition and provides ongoing support throughout the case process pertaining to prosecution and related sanctions.
  Community Resources and Referral:
  DVG staff have well established relationships with various resources in the Valley and Greater New Haven communities and referrals are made on an as needed basis.

Umbrella Program
Accommodates those in a crisis walk-in, as well as immediate appointments, advocacy, and sheltering on a crisis basis. Services are FREE and CONFIDENTIAL.
Ameria, CT
24-hour Hotline: 203-739-9444

- Emergency Shelter:
  The Umbrella provides temporary emergency, safe shelter for victims of domestic violence and their children. "Antonette's House" serves as points of entry into a solution-focused process designed to help families and individuals rebuild their lives. Shelter services include individual and group counseling, advocacy, referrals to local providers, children's counseling/programs, safety education and planning and other support services as needed. Emergency shelter is for women and children only however, separate arrangements are made for sheltering male victims of domestic violence who need to be in a safe place.
- Counseling and Support Groups:
  Safety Planning for survivors and their children
  Community Resources and Referral:
  The Umbrella staff have well established relationships with various resources in the Valley and Greater New Haven communities and referrals are made on an as needed basis. In addition, The Umbrella provides a Post-shelter Follow-up Volunteer to help individuals/families transition from shelter to independent living. One important goal of this volunteer is to provide these individuals/families with referrals and resources that will help them more easily transition into the community.
- Beyond Shelter Program:
  Funded by a partnership grant between The Umbrella, TEAM, Inc. and A.C.T. (Akers Congregations Together), the Beyond Shelter program provides coordinated services to newly housed families, and their landlords, in order to prevent a cycle of homelessness. The program focuses on preventing the recurrence of homelessness through early intervention, skill building and follow-up services that foster housing stability and teach families the skills necessary to retain housing. Among other things, the Beyond Shelter program connects families with a Housing Stability Coordinator who helps to identify and resolve potential problems, provides information about landlord/tenant rights and responsibilities, assists the family with food, clothing, transportation, money management, and parenting issues, and assists with securing household items. For more information about the Beyond Shelter program, contact The Umbrella at (203) 705-2001.
## Additional Domestic Violence Services

<table>
<thead>
<tr>
<th>Organization</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources for Domestic Violence cases in CT</td>
<td>203-782-8104</td>
</tr>
<tr>
<td><a href="http://www.ct.gov/health/programs/health/interventions">http://www.ct.gov/health/programs/health/interventions</a></td>
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<td></td>
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<tr>
<td>The Connecticut Coalition Against Domestic Violence (Statewide)</td>
<td>888-774-2000</td>
</tr>
<tr>
<td>Bridgeport Center for Women &amp; Families</td>
<td>203-384-8008</td>
</tr>
<tr>
<td>Danbury Women’s Center</td>
<td>203-731-5200</td>
</tr>
<tr>
<td>Danbury United Services DV Program</td>
<td>800-774-0525</td>
</tr>
<tr>
<td>Enfield Network Against Domestic Abuse</td>
<td>800-703-4542</td>
</tr>
<tr>
<td>Greenwich Domestic Abuse Services</td>
<td>203-880-8501</td>
</tr>
<tr>
<td>Hartford Interval House</td>
<td>860-527-0200</td>
</tr>
<tr>
<td>Manchester Community Guidelines Clinic</td>
<td>603-643-2101</td>
</tr>
<tr>
<td>Middletown New Horizons</td>
<td>860-347-2611</td>
</tr>
<tr>
<td>New Britain Prudence Congdon Center</td>
<td>860-774-2000</td>
</tr>
<tr>
<td>New Haven Domestic Violence Services</td>
<td>203-780-8104</td>
</tr>
<tr>
<td>New London Women’s Center of SE CT</td>
<td>888-774-2900</td>
</tr>
<tr>
<td>Norwalk DV Crisis Center</td>
<td>800-774-2000</td>
</tr>
<tr>
<td>Norwich Domestic Violence Services</td>
<td>860-850-2515</td>
</tr>
<tr>
<td>Plainville Office of Victim Services: The Wheeler Clinic</td>
<td>603-747-0370</td>
</tr>
<tr>
<td></td>
<td>603-783-3500</td>
</tr>
<tr>
<td>Sharon Women’s Support Services</td>
<td>860-384-1200</td>
</tr>
<tr>
<td>Stamford DV Crisis Center</td>
<td>888-774-2900</td>
</tr>
<tr>
<td>Torrington Susan B. Anthony Project</td>
<td>860-402-7133</td>
</tr>
<tr>
<td>Village for Children &amp; Families (Multiple Locations)</td>
<td>860-827-0500</td>
</tr>
<tr>
<td></td>
<td>860-822-8341</td>
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<tr>
<td></td>
<td>888-683-8212</td>
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<td></td>
<td>800-714-2926</td>
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<tr>
<td></td>
<td>888-298-4511</td>
</tr>
<tr>
<td>Waterbury Safer Haven</td>
<td>203-675-0038</td>
</tr>
</tbody>
</table>
Domestic Violence Advocacy

National Network to End Domestic Violence is a membership and advocacy organization focused on federal public policy. The NNEDV began in 1980 as a small working group of state domestic violence coalitions and national domestic violence advocates and has grown into an effective national organization representing and assisting state coalitions and advocating for federal legislation to benefit victims of direct service organizations. http://www.nnedd.org/

National Center on Domestic and Sexual Violence is an organization that helps a myriad of professionals who work with victims and perpetrators; law enforcement; criminal justice professionals such as prosecutors, judges and probation officers; health care professionals including emergency response teams, nurses and doctors; domestic violence and sexual assault advocates and service providers; and counselors and social workers. http://ncdsv.org/

Battered Women’s Justice Project offers training, technical assistance, and consultation on the most promising practices of the criminal and civil justice systems in addressing domestic violence. http://www.bwjp.org/index.html

Futures Without Violence (formerly the Family Violence Prevention Fund) works to end domestic violence and help victims whose lives are devastated by abuse, because every person has the right to live in a home free of violence. http://www.futureswithoutviolence.org/
Student Life

Wellness & Support
- Health Center
- Student Health Insurance
- Student Services
- Local Resources
- Alcohol & Substance Abuse
- Behavioral & Mental Health
- Domestic Violence & Emergency Housing
- Food, Shelter & Clothing
- Healthcare
- Sexual Assault Resources
- Substance Free Communities
- Transportation Options
- Exercise Lab
- Gender Equity Center

Sexual Assault Resources

Whenever a College employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, the College shall immediately provide student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using campus, local advocacy, counseling, health, and mental health services. The list below is provided for this purpose.

All employees of the College are required to report the incident to the Office of Student Development, who will conduct a full investigation. The following resources are fully confidential, and a student may access them directly.

Please see Sexual Assault and Relationship Violence for more information.

Medical Attention

Yale Hospital Emergency Room, New Haven, CT: (203) 566-2222
Milford Hospital Emergency Room, Milford, CT: (203) 876-1100
Bridgeport Hospital Emergency Room, Bridgeport, CT: (203) 304-3566
Griffin Hospital Emergency Room, Derby, CT: (203) 732-7222
Saint Mary's Hospital Emergency Room, Waterbury, CT: (203) 709-8000
Hartford Hospital Emergency Room, Hartford, CT: (203) 834-3500

Confidential Counseling

<table>
<thead>
<tr>
<th>Gender Equity Center</th>
<th>(203) 265-2412</th>
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<tbody>
<tr>
<td>The mission of the Gender Equity Center is to coordinate on-campus sexual violence prevention programming, and to provide students with resources and referrals in response to Sexual Violence including sexual assault, sexual harassment, stalking and intimate partner violence.</td>
<td></td>
</tr>
<tr>
<td>Confidential Counseling</td>
<td></td>
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<tr>
<td>Confidential Crisis Response</td>
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<tr>
<td>Prevention Programming</td>
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</tbody>
</table>

Connecticut Alliance to End Sexual Violence
Statewide rape crisis intervention to adult and child victims of sexual assault. Bilingual/Latino crisis intervention at selected member centers.

| (860) 722-9881 / www.ensexualviolencect.org |
| Hotline: |
| 888-539-2545 (English) |
| 888-539-2546 (Spanish) |

New Haven Vet Center Sexual Trauma Program
Provides sexual trauma and harassment counseling to veterans of both genders.

| (203) 932-9899 |
| 141 Captain Thomas Boulevard, New Haven, CT |

Resources

- Seeking Help in cases of Sexual Misconduct, Stalking or Intimate Partner Violence
- CT Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy
- Board of Regents for Higher Education Connecticut State Colleges and Universities Policy Regarding Sexual Misconduct Reporting, Support Services and Processes Policy
<table>
<thead>
<tr>
<th><strong>Rape Crisis Center of Milford</strong></th>
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<tbody>
<tr>
<td>Hours: M-F 8:30 AM-4 PM</td>
</tr>
<tr>
<td>(203) 878-1242</td>
</tr>
<tr>
<td>24 Hour Hotline: 888-999-5545</td>
</tr>
<tr>
<td><a href="http://www.rapecrisiscenterofmilford.org">www.rapecrisiscenterofmilford.org</a></td>
</tr>
<tr>
<td>70 West River Street</td>
</tr>
<tr>
<td>Milford, CT 06845</td>
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<table>
<thead>
<tr>
<th><strong>Women &amp; Families Center-Sexual Assault Crisis Services</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Short-term counseling for youth and adult survivors of sexual assault. Spanish speaking counselors available.</td>
</tr>
<tr>
<td>800-999-5545</td>
</tr>
<tr>
<td>800-999-9532</td>
</tr>
<tr>
<td>1440 Whalley Avenue</td>
</tr>
<tr>
<td>New Haven, CT 06519</td>
</tr>
<tr>
<td><a href="http://www.womenfamilies.com">www.womenfamilies.com</a></td>
</tr>
<tr>
<td><a href="mailto:info@womenandfamilies.org">info@womenandfamilies.org</a></td>
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</tbody>
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<table>
<thead>
<tr>
<th><strong>Domestic Violence Services of Greater New Haven</strong></th>
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</thead>
<tbody>
<tr>
<td>Provides FREE, CONFIDENTIAL counseling and support groups to victims of domestic violence.</td>
</tr>
<tr>
<td>New Haven, CT (and surrounding New Haven areas)</td>
</tr>
<tr>
<td>24-hour Hotline (203) 789-9164</td>
</tr>
</tbody>
</table>

**Legal Services**

In Connecticut, all survivors of crime have rights that are protected by law. You have the right to:

- Assistance in obtaining immediate medical care, if required;
- Request to be notified of court proceedings, including arrest, arraignment, and release of the offender;
- Be protected from harassment from an accused or an accused’s family;
- Have property returned if it was seized by police in the investigation or prosecution of the crime committed against you;
- Make an application for compensation for any bodily injuries you have suffered as a result of the crime;
- Request to be informed of services and agencies that can help you, including the assistance of a court-based victim advocate.

In addition, if you are a survivor of family violence, including threats of violence:

- The police have the responsibility of whether or not to make an arrest. An officer can arrest your abusive partner with or without your consent if the officer believes a crime has been committed.
- You have the right to request the arrest of an offender and the right to file a complaint with the police;
- If your abusive partner is arrested for a family violence crime, he/she must appear in court the next court day at which time you can request a protective order;
- If your partner is arrested, there is a family violence victim advocate in court to provide services and support to you. Family Violence Intervention Units in each court evaluate cases and provide services for both victims and offenders;
- If you want to know when your partner is scheduled to appear in court, you can contact the clerk of the court for that information. You are encouraged to keep in touch with the victim advocate to see which court hearings are important for you to attend.

To obtain a court order to stop further physical or harassment:

- The clerk of the civil court;
- Family violence victim advocate: (800)203-2703 or http://www.ct.gov/ctjustice/default.asp;
- Or a lawyer.

**Connecticut Network for Legal Aid**

Connecticut’s Legal Aid programs work together and created CTLawHelp.org to help people with very limited income find help for their legal problems. The website will try to answer your questions and give you legal information and tools to help you represent yourself.
### Advocacy

<table>
<thead>
<tr>
<th>Connecticut Alliance to End Sexual Violence</th>
<th>24-hour Hotline: (203) 736-3064</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide rape crisis intervention to adult and child victims of sexual assault. Bilingual/bicultural Latino crisis intervention at selected member centers.</td>
<td>Ansonia, CT</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Domestic Violence Services of Greater New Haven</th>
<th>24-hour Hotline: (203) 785-3104</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provides FREE, CONFIDENTIAL counseling and support groups to victims of domestic violence. New Haven, CT (and surrounding New Haven areas)</td>
<td></td>
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</tbody>
</table>

### Emergency Housing & Shelter

<table>
<thead>
<tr>
<th>Umbrella Program Emergency Shelter</th>
<th>(800) 282-5001 / <a href="http://www.endsexualviolencect.org">www.endsexualviolencect.org</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Provides temporary emergency, safe shelter for victims of domestic violence and their children. “Abuse in the House” serves as points of entry into a solution-focused process designed to help families and individuals rebuild their lives.</td>
<td>Hotlines:</td>
</tr>
<tr>
<td></td>
<td>- 888-293-3342 (English)</td>
</tr>
<tr>
<td></td>
<td>- 888-293-3332 (Spanish)</td>
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</tbody>
</table>

<table>
<thead>
<tr>
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<td>Provides FREE, CONFIDENTIAL counseling and support groups to victims of domestic violence. New Haven, CT (and surrounding New Haven areas)</td>
<td></td>
</tr>
</tbody>
</table>
Sexual Misconduct

Statement

The College is committed to creating a community that is safe and supportive of people of all gender and sexual identities; the Policy on Sexual Misconduct and Relationship Violence pertains to the entire campus community, whether on ground or virtual, students, faculty, and staff. Two of the College’s primary concerns are the health and well-being of each individual and fostering healthy interpersonal relationships. The principles of the Board of Regents Policy on Student Conduct (integrity, equity, respect and responsibility) address elements necessary for healthy interpersonal relationships and these principles are especially important when relationships become intimate.

Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, against anyone is unacceptable and is both a crime under State law and a violation of College policies, including but not limited to, the Board of Regents Policy on Student Conduct and the Gateway Community College Sexual Relationships. The College is committed to providing an environment free of personal offenses.

At planned sessions before and throughout the academic year, students are presented information designed to create student awareness communicating the prevalence of sexual assault and present tools for students to empower themselves to take a stand against sexual assault. Training is also planned for faculty, staff members, and administrators. Each entering student is given an emergency sexual assault notification card that explains available services for victims of sexual assault, as well as the immediate response role of College personnel.

Reporting sexual misconduct

Reports of sexual misconduct are made to:

Dean of Student Affairs
Room N220 – Student Affairs
(303) 285-110

Reports against a Gateway student will be handled through the Title IX Investigator Team while reports against a Gateway employee will be handled by the Office of Human Resources in conjunction with the Office of Student Development. Reports may be made concerning misconduct that takes place on-campus, off-campus, and/or online.

The College strongly encourages the reporting of sexual misconduct, including sexual harassment, sexual assault, and intimate partner violence, as an effective means of taking action.

Once a report is made, the College will provide the victim with resources counseling, local advocacy, health and mental health services. Information about these services may be found here. The only way that action can be taken against anyone who violates another in such a manner is through reporting such acts to the appropriate officials and pursing criminal action or student-conduct procedures.

Limitations to Confidentiality

Reporting sexual misconduct is a deeply personal choice that only the victim can make. It is important for the reporter to understand that there are limitations to confidentiality when sexual misconduct is reported. Please review the Confidentiality Section to understand such limitations.

Once a college employee becomes aware of a misconduct incident, he or she must report it to the Office of Student Development who will conduct a mandatory investigation.
Time for Reporting

Normally, reports must be received by the Office of Student Development within thirty (30) days of the date of the violation or within thirty (30) days of the date the facts constituting a possible violation were known. However, the College recognizes that the decision to file a report of sexual misconduct or relationship violence is difficult and may take some time. Because memories may fade, and witnesses may become inaccessible, the sooner information is gathered, the greater is the ability of the College to effectively investigate and resolve the matter fairly to all parties concerned.
Definitions

Sexual Misconduct

- Non-consensual sexual intercourse, which includes any sexual intercourse (anal, oral, or vaginal), however slight, with any body part or object, by a man or a woman, without effective consent.
- Non-consensual sexual contact, which includes sexual touching, however slight, with any object, by a man or a woman, without effective consent.
- Sexual exploitation, which includes non-consensual, unjust or abusive sexual advantage taken by a student of another, for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute non-consensual sexual intercourse, non-consensual sexual contact or sexual harassment. Examples of sexual exploitation include, but are not limited to: prostitution, videotaping consensual sex without a partner's consent, peeping tommy or knowingly transmitting sexually transmitted infections without a partner’s knowledge.

Sexual Misconduct may include engaging in one or more behaviors including:

- Sexual harassment - which includes any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when:
  - the submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's education;
  - submission or rejection to such conduct by an individual is used as the basis for academic decisions affecting the individual;
  - such conduct has the purpose or effect of substantially interfering with an individual's academic performance, or creating an intimidating, hostile or offensive educational environment.
  - See below for examples of conduct which may constitute sexual harassment.
- Sexual Assault - which shall include but is not limited to a sexual act directed against another person without consent, or when that person is not capable of giving consent:
  - Sexual Assualt is further defined in sections 53a-71, 53a-72a, 53a-72b, 53a-73b, 53a-71, 53a-72a, 53a-73, 53a-72b and 53a-73a of the Connecticut General Statutes.
  - First, second, third and fourth degree sexual assault as well as aggravated first degree sexual assault and third degree sexual assault with a firearm as more specifically defined in Connecticut State law.
- Sexual exploitation - which occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses.
  - see below for examples of behavior that could rise to the level of sexual exploitation.

Stalking

Any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obsessive gestures, surveillance or being present outside the victim's classroom or workplace. Stalking is defined as repeatedly contacting another person when:

- The contacting person knows or should know that the contact is unwanted by the other person and
- The contact causes the person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.
- As used in this definition, the term "contacting" includes, but is not limited to:
  - communicating with (including Internet communication via email, instant messaging, or social networks) or remaining in the physical presence of another person.
Relationship Violence/Intimate Partner Violence

- Intimate partner violence is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from:
  - Sexual assault as defined above;
  - Sexual assault in a spousal or cohabiting relationship;
  - Stalking as defined above and under sections 53a-181a, 53a-181d or 53a-181e of the Connecticut General Statutes;
  - Domestic violence, as designated under 48b-53h of the Connecticut General Statutes;
  - Sexual harassment as defined above;
  - Sexual exploitation as defined above;
  - Physical abuse which can include but is not limited to: slapping, pulling hair, or punching;
  - Threat of abuse, which can include but is not limited to: threatening to hit, harm or use a weapon on another (whether the victim or acquaintance, friend or family member of the victim) or other forms of verbal threat;
  - Emotional abuse, which can include but is not limited to: damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person;
- The offenses that are designated as “domestic violence” are against family or household members or persons in dating relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining order issues by a Court. Stalking is one person’s repetitive and willful following or lying in wait behavior toward another person that causes that other person to reasonably fear for his or her physical safety.

Consent

Consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Freely and solutely given assent, involving an understandable exchange of affirmative words or actions, which indicates a willingness to participate in mutually agreed upon sexual activity. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. The lack of a negative response is not consent. Consent may not be given by a minor or by any individual who is incapacitated, whether voluntarily or involuntarily, by drugs and/or alcohol. Past consent of sexual activity does not imply ongoing future consent. Consent is an affirmative, conscious decision - indicated clearly by words or actions - to engage in mutually accepted sexual contact. Consent is further defined by the Connecticut Board of Regents for Higher Education:

- Consent shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.
- A person who initiates consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn.
- Consent cannot be assumed because there is no physical resistance or other negative response.
- A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impairs awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent).

Sexual Harassment

Examples of conduct which may constitute sexual harassment include but are not limited to:

- Sexual flirtation, touching, advances or propositions;
- Verbal abuse of a sexual nature;
- Pressure to engage in sexual activity;
- Graphic or suggestive comments about an individual’s dress or appearance;
- Use of sexually degrading words to describe an individual;
- Display of sexually suggestive objects, pictures or photographs;
- Sexual jokes;
- Stereotypical comments based upon gender;
- Threats, demands or suggestions that relation of one’s educational status is contingent upon interaction of, or acquiescence in sexual advances.
Sexual Exploitation

Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person.
- Non-consensual visual (e.g., video, photograph) or audio recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (such as inviting your friends into the closet to watch you having nonconsensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting a sexually transmitted infection (STI) such as HIV to another student without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances (including another to expose his or her genitals);
- Possessing, distributing, viewing or forcing others to view illegal pornography.

The definitions contained in this statement are in addition to any state law.
Confidentiality

Privacy: When the College receives a report of sexual assault and/or sexual misconduct, reasonable steps will be taken to preserve the privacy of the reported victim while promptly investigating and responding to the report. Information reported about Sexual misconduct is subject to privacy requirements of the Family Education Rights and Privacy Act (FERPA).

Protection of Individuals: Where it is deemed necessary for the College to take steps to protect the safety of the reported victim and/or other members of the College community, the College will seek to act in a manner so as not to compromise the privacy or confidentiality of the reported victim of a sexual assault in the event reasonably possible.

Procedures for Safe Community: The College also has a duty to protect the College community and to ensure that the appropriate disciplinary processes are implemented. As such, complete confidentiality cannot always be guaranteed. College employees, victim advocates or community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place.

Mandated Reporting

Campus Security Authorities
Gateway has designated any staff member in Office of Student Activities, excluding staff employees, as Campus Security Authorities (CSA) under the Jeanne Clery Act:

- advisors of Student Organizations
- any Faculty or Staff Member Responsible for a Campus Activity (Examples: Hosting a workshop, sponsoring a lecture, chairperson of an event)
- Director of Athletics and Coaches
- all Security Staff and Campus Police
- Student Conduct, Hearing Board Members, Dean of Students

CSAs have a duty to report information to the treatment of a possible sexual assault, regardless of the age of the reported victim. This information is to be reported to college officials who are required to conduct a full investigation.

Those who wish to obtain the fullest legal protections and disclose in full confidentiality must speak with a fully confidential resource.

Under 18 Years of Age

Mandated reporting requirements of the Child Protection Law may require that a report be made to the Connecticut Department of Social Services whenever the College receives a report that a person under eighteen (18) years of age may have been sexually assaulted. This includes, but is not limited to individuals who are members of professions that are mandated reporters.

Full Confidential Resources

Confidential resources, such as off campus counseling and psychological services, health services providers, members of the clergy, and the local Sexual Assault Crisis Center are bound by state statutes and professional ethics from disclosing information about reports without written releases.

Information that such persons receive from the reporter of a sexual assault or the person reported to have been assaulted cannot be disclosed legally to any other person, except only under very limited circumstances, such as an imminent threat to danger to self or others or if the reported victim is a minor. Therefore, for those who wish to obtain the fullest legal protections and disclose in full confidentiality, they must speak with a fully confidential resource. The following is a partial list of such confidential resources in the College's service region.
<table>
<thead>
<tr>
<th>Gender Equity Center</th>
<th>(203) 285-2412</th>
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<tbody>
<tr>
<td>The mission of the Gender Equity Center is to coordinate on-campus sexual violence prevention programming, and to provide students with resources and referrals in response to Sexual Violence including sexual assault, sexual harassment, stalking and intimate partner violence.</td>
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<tr>
<td>Gateway Community College Room N110</td>
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<tr>
<td>Confidential Consultation</td>
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<tr>
<td>Confidential Crisis Response</td>
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<tr>
<td>Prevention Programming</td>
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<tr>
<td>Connecticut Alliance to End Sexual Violence</td>
<td>(860) 783-8881 / <a href="http://www.endsexualviolencect.org">www.endsexualviolencect.org</a></td>
</tr>
<tr>
<td>Statewide rape crisis intervention to adult and child victims of sexual assault. Bilingual/bicultural Latino crisis intervention at selected member centers.</td>
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<tr>
<td>. 888-599-5545 (English)</td>
<td></td>
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<td>. 888-588-8332 (Spanish)</td>
<td></td>
</tr>
<tr>
<td>New Haven Vet Center Sexual Trauma Program</td>
<td>(203) 932-9839</td>
</tr>
<tr>
<td>Provides sexual trauma and harassment counseling to veterans of both genders.</td>
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<tr>
<td>141 Captain Thomas Boulevard, West Haven, CT</td>
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</tr>
<tr>
<td>Rape Crisis Center of Milford</td>
<td>(203) 878-1212</td>
</tr>
<tr>
<td>Resources, support and counseling to women or men who have been or fear being raped, sexually exploited, or abused.</td>
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<tr>
<td>Hours: M-F 9 AM-4 PM</td>
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<tr>
<td>24 Hour Hotline: 888-899-5340</td>
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<tr>
<td><a href="http://www.rapecrisiscenterofmilford.org">www.rapecrisiscenterofmilford.org</a></td>
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<tr>
<td>73 West River Street Milford, CT 06460</td>
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<tr>
<td>Women &amp; Families Center-Sexual Assault Crisis Services</td>
<td>888-999-5540</td>
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<tr>
<td>888-208-5532</td>
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<tr>
<td>1410 Whalley Avenue New Haven, CT 06515</td>
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<tr>
<td><a href="http://www.womenfamilies.com">www.womenfamilies.com</a></td>
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<tr>
<td><a href="mailto:info@womenandfamilies.org">info@womenandfamilies.org</a></td>
<td></td>
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<tr>
<td>Domestic Violence Services of Greater New Haven</td>
<td>24-hour Hotline (203) 765-8104</td>
</tr>
<tr>
<td>Provides FREE, CONFIDENTIAL counseling and support services to victims of domestic violence. New Haven, CT (and surrounding New Haven area)</td>
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Rights and Options

Those who report any type of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, to a College employee will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option.

- All reports of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, will be treated seriously and with dignity by the College.

- Referrals to off-campus advocacy, counseling and medical services are available immediately and confidentially, whether or not those who report an assault feel ready to make any decisions about reporting the assault to police, or a College Security Authority.

- Those who have been assaulted have the right to take both legal action (criminal/civil action) and action in accordance with the Policy on Student Conduct against the individual allegedly responsible.

- Those who may wish that their report of an assault be handled in a fully confidential manner may contact a Full Confidential Resource.

Options for Changing Academic, Transportation and Working Arrangements

Gateway Community College will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence. Students seeking changes should speak with the Office of Student Development. Such assistance includes but is not limited to reasonably available options such as:

- Changes in academic, campus transportation (if applicable), or working situations; and
- Honoring lawful protective or temporary restraining orders.

Rights of Both Reported Victims and the Accused

Additionally, both the reported victim and the accused student are entitled to the following:

- To be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed.

- To request that student conduct proceedings begin promptly.

- To have student conduct proceedings be conducted by an official trained in issues relating to sexual assault and intimate partner violence.

- To present information, including other persons, on their behalf.

- To have the student conduct proceedings use the more likely than not standard in determining whether a violation of the Expectations for Student Conduct has been committed, i.e., whether it is more likely than not that the reported act of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, was committed by the accused student.

- To be informed in writing of the results of the proceeding as soon as possible after it concludes, normally no later than the next business day after it concludes; and

- To be consistent with the requirements of the Family Educational Rights and Privacy Act (FERPA) and other federal and state laws. have their identities kept confidential.
Law Enforcement and Protective Orders

Those who report being subjected to sexual misconduct, including harassment, sexual assault or intimate partner violence, shall be provided written information about their right to:

1. Notify law enforcement and receive assistance from campus authorities in making the notification; and
2. Obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:
   - standing criminal protective orders;
   - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
   - temporary restraining orders or protective orders prohibiting the harassment of a witness;
   - relief from physical abuse by a family or household member or person in a dating relationship;
   - family violence protective orders.

Information pertaining to how to apply for a restraining order is available here as well as through the Office for Victim Services. 1-800-922-0427.

Students should be aware that under Connecticut law (Public Act 12-114, entitled An Act Concerning Domestic Violence) that became effective on October 1, 2012, among other provisions, requires clerks of court, upon request of the protected person, to send notice of a protective order to the President and the special police force, if any, at the College or University at which the victim is enrolled. The full text of the statute can be found here.

In Connecticut, all survivors of crime have rights that are protected by law including:
- Assistance in obtaining immediate medical care, if required.
- Request to be notified of court proceedings, including arrest, arraignment, and release of the offender.
- Be protected from harassment from an employer for appearing as a witness if you have received a subpoena.
- Have property returned if it was seized by police in the investigation or prosecution of the crime committed against you.
- Make an application for compensation for any bodily injuries you have suffered as a result of the crime.
- Request to be informed of services and agencies that can help you, including the assistance of a court-based victim advocate.

In addition, if you are a survivor of family violence, including threats of violence:
- The police have the responsibility of whether or not to make an arrest. An officer can arrest your abusive partner with or without your consent if the officer believes a crime has been committed.
- You have the right to request the arrest of an offender and the right to file a complaint with the police.
- If your abusive partner is arrested for a family violence crime, he/she must appear in court the next court day, at which time you can request a protective order.
- If your partner is arrested, there is a family violence victim advocate in court to provide services and support to you. Family Violence Intervention Units in each court evaluate cases and provide services for both victims and offenders.
- If you want to know when your partner is scheduled to appear in court, you can contact the clerk of the court for that information. You are encouraged to keep in touch with the victim advocate to see which court hearings are important for you to attend.

To obtain a court order to stop further physical injury or harassment contact:
- the clerk of the civil court
- family violence victim advocate: (800)283-2760 or http://www.ct.gov/ova/site/default.asp
- or a lawyer

Connecticut Network for Legal Aid
Connecticut's Legal Aid programs worked together and created CTLawHelp.org to help people with very limited income find help for their legal problems. The website will try to answer your questions and give you legal information and tools to help you represent yourself.
Student Conduct Procedures for Sexual Violence

Student Conduct Policy

The Board of Regents Policy on Student Conduct provides the procedures for the investigation and resolution of complaints regarding student conduct, including those involving sexual harassment, sexual assault, and intimate partner violence.

The Office of Student Development is the designated recipient of reports of violations of the Expectations for Student Conduct, and administers the Policy on Student Conduct process regarding any such reports. The Policy provides equal, fair, and timely process for complainants and accused students.

Time to Report

To summarize the procedures, normally reports must be received by the Dean of Student Affairs within thirty (30) days of a possible violation or within thirty (30) days of the date the facts constituting a possible violation were known. However, the College recognizes that the decision to file a report of sexual misconduct or relationship violence is difficult and may take some time. Because memories may fade and witnesses may become inaccessible, the sooner information is gathered, the greater is the ability of the College to effectively investigate and resolve the matter fairly to all parties concerned.

Danger to Persons, Property or Academic Process: Interim Suspension or Restriction

Upon receipt of a report, the Office of Student Development must initially determine if, based upon the reported incident, the continued presence of the reported violator would constitute an unreasonable danger to the persons, property or academic process of the College. If the Office of Student Development so determines, it is authorized to suspend or restrict the reported violator on an interim basis.

Investigation

The Office of Student Development is expected to conduct a thorough and impartial investigation into the report and, upon the conclusion of the investigation, the Office of Student Development must decide whether the information gathered leads to the conclusion that the reported student committed the reported violation.

Range of Sanctions

The Policy on Student Conduct provides sanctions for any violation of the Policy that range from a warning to separation from the College depending on the severity and the extent of the behavior, among other factors. The purpose of sanctions includes, but is not limited to, changing student behavior, protecting the College community from further violations and fostering a campus environment that is conducive to learning, teaching and working.

Violation Not Warranting Suspension or Expulsion

If the Dean determines the violation does not warrant suspension or expulsion from the College, then the Dean is expected to conduct an Administrative Conference and decide, after informing the accused student of the results of the investigation and after providing the accused student with an opportunity to provide additional information, whether a violation has occurred and, if so, what sanction not involving suspension or expulsion is appropriate. There is no right of review from such a decision of the Dean.

Violation Warranting Suspension or Expulsion: Resolution Options

If upon the completion of the investigation the Dean determines that the reported student has violated the Expectations for Student Conduct and that suspension or expulsion is warranted, the Dean shall offer the accused student a statement of the results of the investigation, a proposed agreement in lieu of a hearing and a statement of the student’s rights at a hearing should there be a hearing.

* See the BOR Policy on Student Conduct (5.2.6) for more information about Sanctions (Section 4) and Procedures (Section 5)
Title IX

Title IX Compliance

The College also works to ensure compliance with Title IX, which is a federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance. In this regard, the College has designated the following as Title IX Coordinator:

- Wilson Luna, Dean of Student Affairs

For further information please visit Gateway's Employees Requirements.
all users using ConnSCU IT systems without notice. This includes, but is not limited to, files, data, programs and electronic communications records without the consent of the holder of such records.

Enforcement
Violations of ConnSCU Acceptable and Responsible Use policy may result in appropriate disciplinary measures in accordance with local, state, and federal laws, as well as ConnSCU Policies, general rules of conduct for all colleges and university employees, applicable collective bargaining agreements, and the ConnSCU student conduct codes. For purposes of protecting the ConnSCU network and information technology resources, the BOR Information Security Program Office, in conjunction with college/university IT department, may temporarily remove or block any system, device, or person from the ConnSCU network that is reasonably suspected of violating ConnSCU information technology policy. These nonpunitive measures will be taken to maintain business continuity and information security; users of the college/university information technology resources will be contacted for resolution.

Pets & Service Animals
With the exception of services animals, animals are not permitted on campus. Service animals on campus must be under the control of the owner. Service animals must be on a leash at all times. Service animals are considered personal property as the owner/handler is responsible for any damages caused by their animal. Individuals are not required to disclose their disability or show documentation, but when asked by college officials, individuals with animals are required to disclose the status of the service animal and what function it performs.

Smoking Policy
Gateway Community College is a smoke-free workplace. Smoking is NOT permitted anywhere inside the buildings nor on the campus grounds. This includes electronic cigarettes.

Sexual Misconduct, Sexual Intimate Partner & Domestic Violence Policy
Statement of Policy
The Board of Regents for Higher Education (BOR) in conjunction with the Connecticut State Colleges and Universities (ConnSCU) is committed to ensuring that each member of every BOR governed college or university community has the opportunity to participate fully in the process of education and development. The BOR and ConnSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and relationship violence.

The BOR strongly encourages the reporting of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate officials and pursuing criminal or disciplinary remedies, or both. The only way that action can be taken against
anyone who violates another in such a manner is through reporting. Each and every BOR governed college or university shall provide those who report sexual misconduct with many supportive options, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual assault. Each and every BOR governed college or university will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All BOR and ConnSCU employees, victim advocates or community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place.

Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, against anyone is unacceptable and is both a crime under State law and a violation of BOR policies. The BOR and each of its governed colleges and universities is committed to providing an environment free of personal offenses. Consensual sexual relationships between staff, faculty and students are discouraged pursuant to BOR policy.

**Mandated Reporting**
Mandated reporting requirements of the Child Protection Law may require that a report be made to the Connecticut Department of Social Services whenever a person under eighteen (18) years of age may have been sexually assaulted. Further, pursuant to BOR Policy on Suspected Abuse or Neglect of a Child, any BOR or ConnSCU employees who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury must be required by Board policy to report the incident as soon as practicable to their immediate supervisor. Employees are encouraged to report possible sexual assault of persons 18 years old or older and those ConnSCU employees who qualify as Campus Security Authorities under the Jeanne Clery Act have a duty to report possible sexual assault regardless of the age of the reported victim.

**Confidentiality**
When a BOR governed college or university receives a report of sexual assault reasonable steps will be taken to preserve the privacy of the person reported to have been the victim while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the campus community.

Confidential resources, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center are bound by state statutes and professional ethics from disclosing information about reports without written releases. Information that such persons receive from the reporter of a sexual assault or the person reported to have been assaulted cannot be
disclosed legally to any other person without consent, except under very limited circumstances, such as an imminent threat of danger to self or others or if the reported victim is a minor. Therefore, for those who wish to obtain the fullest legal protections and disclose in full confidentiality, s/he must speak with a full confidential resource. Each and every BOR governed college or university must provide a list of such confidential resources in the College or University’s geographic region.

Where it is deemed necessary for the institution to take steps to protect the safety of the reported victim and/or other members of the campus community, the institution will seek to act in a manner so as not to compromise the privacy or confidentiality of the person reported to be a victim of a sexual assault to the extent reasonably possible.

Rights of Those Who Report
Those who report any type of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, to any BOR governed college or university employee will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. When choosing a reporting resource the following information should be considered:

- All reports of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, will be treated seriously and with dignity by the institution
- Referrals to off-campus counseling and medical services that are available immediately
- and confidential, whether or not those who report an assault feel ready to make any decisions about reporting the assault to police, the Dean of Students or the Campus’s Title IX Coordinator
- Those who have been assaulted have the right to take both legal action (criminal/civil action) and action against the individual allegedly responsible
- Those who seek confidentiality may contact a clergy member(s) and/or the Sexual Assault Crisis Center of Connecticut – all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases

Options for Changing Academic, Transportation and Working Arrangements
The colleges or universities will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence, including but not limited to, reasonably available options for changing academic, campus transportation, housing or working situations as well as honoring lawful protective or temporary restraining orders. Each and every BOR governed college or university shall create and provide information specific to its campus detailing the procedures to follow after the commission of such violence, including people or agencies to contact for reporting purposes or to request assistance, and information on the importance of preserving physical evidence.

Support Services
Contact Information
It is BOR policy that whenever a college or university Title IX
Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using campus, local advocacy, counseling, health, and mental health services. All ConnSCU campuses shall develop and distribute contact information for this purpose.

**Right to Notify Law Enforcement & Seek Protective and Other Orders**

Those who report being subjected to sexual misconduct, including harassment, sexual assault or intimate partner violence, shall be provided written information about her/his right to:

1. notify law enforcement and receive assistance from campus authorities in making the notification and
2. obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:
   - standing criminal protective orders
   - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child
   - temporary restraining orders or protective orders prohibiting the harassment of a witness
   - relief from physical abuse by a family or household member
   - family violence protective orders

**Sexual Misconduct Stalking and Intimate Partner Violence Student Conduct Procedures**

The Student Code of Conduct provides the procedures for the investigation, definitions of terms, and resolution of complaints regarding student conduct, including those involving sexual harassment, sexual assault and intimate partner violence.

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for complainants and accused students.

Reported victims of such assault or violence shall have the opportunity to request that disciplinary proceedings begin promptly and such disciplinary proceedings shall be conducted by an official trained in issues relating to sexual assault and intimate partner violence and shall use the preponderance of the evidence standard in making a determination concerning the alleged assault or violence. Both the reported victim of such assault or violence and the accused are entitled to be accompanied to any meeting or proceeding relating to the allegation of such assault or violence by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled, and each shall have the opportunity to present evidence and witnesses on
their behalf during any disciplinary proceeding. Both the reported victim and accused are entitled to be informed in writing of the results of any disciplinary proceeding not later than one business day after the conclusion of such proceeding. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity. To the extent permitted under state or federal law or as necessary for the disciplinary proceeding, the college or university shall not disclose the identity of the reporter or the accused.

Please visit Gateway's website at www.gatewayct.edu/sexualmisconduct for a complete set of resources and procedures.

HEARING PROCEDURES FOR SEXUAL MISCONDUCT, STALKING AND INTIMATE PARTNER VIOLENCE CASES
In addition to disciplinary procedures applicable to State University students in Section II, Community College students in Section III, or Charter Oak State College Students in Section IV, for any hearing conducted involving allegations of sexual misconduct, the accuser and the accused student shall each have the following rights:
1. At any meeting or proceeding, both the alleged victim and accused may be accompanied by an advisor or support person of the student's choice provided the advisor or support person does not cause a scheduled meeting or hearing to be delayed or postponed;
2. The alleged victim of sexual misconduct, sexual exploitation, sexual harassment, sexual assault, intimate partner or domestic violence is entitled to request that disciplinary proceedings begin promptly;
3. Any hearing regarding an accusation of sexual misconduct, sexual assault, sexual exploitation, sexual harassment, intimate partner or domestic violence shall be conducted by an impartial hearing party or panel trained in issues relating to sexual misconduct, sexual, intimate partner and domestic violence;
4. In accordance with the Family Educational Rights and Privacy Act (FERPA), the accused and the alleged victim have the right to keep their identities confidential;
5. Normally no later than within one business day of the conclusion of a hearing, receive a written report from a CSCU Official indicating the determination of the impartial party or panel and the sanction(s) imposed on the accused student, if any;
6. Request review of the decision of the impartial panel or party.

STUDENTS ON THE SEX OFFENDER REGISTRY
Whenever in the judgment of the college president the continued presence of a convicted sex offender who has been previously admitted or registered as a student, credit or non-credit, would constitute an unreasonable threat to the safety of people, the security of property or the integrity of academic processes and functions of the college, such person may be denied continued attendance as a student or have
limitations placed on participation in college activities and/or access to college property.

The decision to exclude a person under this provision must be based on an assessment of the risk presented by the continued presence of the convicted sex offender, who normally must be allowed to provide information pertinent to the decision. The decision to exclude such person may not be based solely on the person's status as a convicted sex offender, nor shall any person use information regarding a convicted sex offender to injure or harass any person.

The decision of the president shall be final.

The president has designated the Student Affairs division to implement this policy. Students should contact the Office of Student Development for more information.
Clothesline Flyer
(Section 23)

THE CLOTHESLINE
PROJECT

Pink represents those who are survivors of rape and sexual assault
Blue represents those who are survivors of incest
White represents those who died because of violence
Yellow represents those who were battered or physically assaulted
Purple represents those who were attacked over of their sexual orientation

The Clothesline Project was created as unique way to take staggering, mind-numbing statistics and turn them into a provocative, "in-your-face" educational and healing tool.

On the fairway throughout the month of October
The Red Flag Campaign uses a bystander intervention strategy to address and prevent sexual assault, dating violence, and stalking on college campuses. The campaign encourages friends and other campus community members to say something when they see warning signs ("red flags") for sexual assault, dating violence, or stalking in a friend’s relationship.
Silent Witness honors the lives of domestic violence homicide victims and advocacy for change.

Many men and women die each year in acts of domestic violence in the United States.

Each one has a story.

Each cutout is a real victim and each cutout has a story!

On the fairway throughout the month of October
Where Did You Learn About Sex?

Do You Know All You Need To Know?

Are You Hungry For More?

Whether You’re Sexually Active, Abstinent or Just Not Sure, Find Out How To Stay Safe & Healthy.

Are You LGBTQ? We’re Cool With That!

Consent Is Sexy!

What Does It Take To Be A Great Lover? Come Find Out!

Authors & Sexologists
Dr. Joni Frater & Esther Lastique

SEX ED BOOT CAMP

Date: MARCH 10, 2016
Time: 12:15 – 1:45
Location: #100

FREE LUNCH

TAKE CARE OF YOUR PRIVATES
Kyla Lacey
Monday, October 3, 2016
4PM Room N100

Kyla Lacey is a spoken word artist whose poetry is based off her real life experiences of triumphing over tragedy. She has the ability to make you laugh about some of the roughest times in life. Kyla has found her niche in the male dominated world of spoken word by speaking as one of the few voices of women. She will make you laugh, cry, and feel utterly inspired.
Where Do you Stand
(Section 28)