KNOW YOUR RIGHTS & OPTIONS
Resource for students and/or employees who are participants in the Sexual Misconduct Process

For the most comprehensive information and resources, please refer to the University of New Haven’s Title IX and Sexual Misconduct Policy.

Sexual harassment and sexual violence are prohibited by federal and state laws, including the Connecticut General Statutes, Title VII of the Civil Rights Act of 1964, Title IX of the Higher Education Act of 1972, and the Campus SaVE Act (2013 VAWA Reauthorization).

For more information visit: notalone.gov, knowyourix.org

Confidentiality Level Definitions
Strictly Confidential refers to the department's obligation to keep all reports confidential unless a report of someone intending to harm themselves or others is made. Confidential in accordance with State Law means that the department will only release information for legal purposes and will otherwise adhere to state confidentiality restrictions. Mostly confidential refers to a desire to maintain confidentiality at the complainant’s request, but recognizes there may be circumstances (i.e. threats to the larger campus community) that negate the ability to maintain complete confidentiality.

Retaliation
Retaliation is defined as any intentional adverse action taken by a responding individual or allied third party, absent legitimate nondiscriminatory purposes, against a participant or supporter of a participant in a civil rights resolution proceeding or other protected activity. Retaliation against an individual for alleging harassment, supporting a party bringing a grievance or for assisting in providing information relevant to a claim of harassment, is a serious violation of University policy. Complainants should report any subsequent problems or retaliation to Title IX Coordinator.

Anonymous Reporting:
• Report It, Don’t Ignore It! newhaven.edu/reportit

University Support Services & Resources:
• University Counseling Center 203.932.7332 Sheffield Hall, Lower level
• University Police Department 203.932.7014 Lower level of the Campus Bookstore
• University Health Services 203.932.7079 Sheffield Hall, Lower level
• Dean of Students Office 203.932.7432 Bartels Hall Student Center
• Office of Residential Life 203.932.7076 Bixler Hall, Lower level
• Accessibility Resource Center 203.932.7332 Sheffield Hall, Lower level

Local Off-Campus Victim Resources:
• Rape Crisis Center of Milford 70 West River Street Milford, CT 06460 24/7 Hotline: 203.978.1212 Office: 203.874.8712
• CT Alliance to End Sexual Violence 24 Hour Toll Free Hotline: 888.999.5545 (English) 888.568.8332 (Español)
• CT Coalition Against Domestic Violence 24 Hour Toll Free Hotline: 888.774.2900 (English/Español)
• Domestic Violence Services — BH Care 435 East Main Street P.O. Box 658 Ansonia, CT 06401 24/7 Hotline: 203.736.2601
• National Suicide Prevention Lifeline 24 Hour Hotline: 800.273.8255 (English) 888.628.9454 (Español)
Sexual Harassment and/or Violence

The University of New Haven (UoNH) prohibits sexual harassment and/or violence, which includes sexual misconduct as defined within its Title IX and Sexual Misconduct Policy. Sexual misconduct includes nonconsensual sexual contact, sexual intercourse, sexual exploitation, and intimate partner violence.

Non-Consensual Sexual Contact

Non-consensual sexual contact consists of any sexual contact made without the consent of the involved individuals. Sexual contact may include, but is not limited to, touching another with or on any of these body parts, or any intentional bodily contact in a sexual manner.

Non-Consensual Sexual Intercourse

Non-consensual sexual intercourse involves vaginal, anal, or oral penetration, with the penalties dependent on whether the penetration is voluntary or not.

Sexual Exploitation

Sexual exploitation includes acts of prostitution, sexual voyeurism, administering alcohol or drugs, or other activities without the knowledge or consent of the involved individuals.

Intimate Partner Violence

Intimate partner violence refers to behaviors by an individual towards a current or former intimate partner, which may include physical, sexual, or psychological abuse.

Stalking

Stalking is defined as a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety, or to feel extreme emotional distress due to repetitive contact or the perception of such contact. Stalking behaviors include, for example, non-consensual communication, surveillance, or collecting information, among other actions.

Consent

Consent is defined as an understandable exchange of affirmative words or actions indicating willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given, without coercion or force.

Submission to or rejection of such conduct is used as the basis for academic or employment consequences.

Informed Consent

Informed consent is an understandable exchange of affirmative words or actions which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given, without coercion or force.

Formal Investigation

After a preliminary investigation and consistent with a reporting party’s request, a formal University investigation will commence. Allegations of sexual misconduct involving students are investigated by a University Investigation Team comprised of the Associate Dean of Students, or designee, plus one to two University employees under the advisement of the Title IX Coordinator or designee. Formal investigations are conducted when the alleged behavior occurred during a time when participants were members of the University community.

Informal Resolution

Informal resolution is available as an alternative or primary option, where appropriate. The Dean of Students, or a designee, may utilize informal measures during any stage of an investigation consistent with a party’s requests. Options include but are not limited to:

- Referral to services
- Campus transportation or work accommodations
- Residence hall relocation
- Restrictions; assignment to a different class
- An administrative no-contact order
- Suspension or Revocation of residence hall visitation
- Assistance in seeking protective/restraining orders

Sanction Statement

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination: warning, probation, loss of privileges, suspension, expulsion, withholding of degree, revocation of admission and/or degree, or other actions.

Equality Statement

The University of New Haven and Title IX recognize that the reporting and responding party have equal and fair rights throughout the sexual misconduct complaint process.

Right to Pursue Legal and/or Institutional Process

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

Employee Remedies

Violations of this policy will result in discipline, up to and including termination. Remedies for faculty and staff may include, but are not limited to, the following:

- Cease and desist orders, suspension with/without pay, termination, required trainings or education, probation, etc.
- Individuals who engage in such acts of harassment may also be subject to civil and criminal penalties.

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