

# UConn | UNIVERSITY OF CONNECTICUT

## 2024 Report Pursuant to Connecticut General Statutes Section 10a-55m

January – December 2024 | Published in 2025



UConn Storrs  
UConn Avery Point  
UConn Hartford  
UConn Stamford  
UConn Waterbury  
UConn School of Law  
UConn Health

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

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## I. Policies Regarding Sexual Assault, Stalking and Intimate Partner Violence

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

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

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

Attached please find UConn's brochure, *Sexual Assault, Intimate Partner Violence and Stalking Reporting and Resources*. The brochure is distributed in print format to University and community offices and is available to students, faculty, and staff on all campuses. It is also available in electronic format on UConn's comprehensive sexual assault, intimate partner violence and stalking website: [www.titleix.uconn.edu](http://www.titleix.uconn.edu). It outlines resources and reporting options for anyone impacted by sexual assault, intimate partner violence, or stalking. This includes on- and off-campus confidential, exempt/designated confidential, and private (non-confidential) resources, reporting and investigation options, and University policies. In addition to the Storrs brochure, there are additional brochures tailored to the regional campus communities and UConn Health. The Storrs and regional campus brochures are also available in Simplified Chinese, Hindi, and Spanish. All nine versions of the brochure are attached.



*Title IX at UConn* informational cards provide an overview of services, contact information, and a QR code link to the Title IX website. *UConn Office of Institutional Equity* informational cards provide an overview of the office's areas of focus (including Title IX), contact information, and a QR code link to the equity website. Both cards are distributed to the University community during prevention programs and training sessions.

Impacted individuals are also encouraged to visit [www.titleix.uconn.edu](http://www.titleix.uconn.edu). There, members of the University community and public can access comprehensive information regarding:

- How to get help
- Campus and community resources
- UConn's policies and response processes
- Reporting options for the University and the Police
- Offering support to impacted individuals
- Supportive measures available
- Contact information for the Title IX Coordinator
- Awareness and training opportunities

Title IX at UConn | Resources and Reporting

Find Help | Make a Report | Offer Support | Title IX at UConn | Policies & Definitions | Education & Prevention Programs | Contact



The University of Connecticut is committed to cultivating and maintaining an environment free from all forms of sex-based discrimination, harassment, and sexual misconduct.

For further information on how the University responds to sexual misconduct or any other form of sexual violence, please visit the [www.titleix.uconn.edu](http://www.titleix.uconn.edu) website. This website provides information on how to report sexual misconduct, how to get help, and how to support impacted individuals. The website also provides information on the University's policies and response processes, and on the resources available to impacted individuals.

### III. **Sexual Assault, Stalking and Intimate Partner Violence Prevention, Awareness and Risk Reduction Programs and Campaigns**

UConn provides prevention, awareness and risk reduction programs and campaigns to the university community throughout the year. It is a collaborative effort of university and community partners across all UConn campuses and UConn Health. Initiatives are conducted in multiple modalities to best serve the needs of the community. These include student and employee orientation sessions, topic-specific workshops, awareness-raising events, departmental meetings and webinars, electronic communications, and the university-wide Title IX website. The attached document is a summary of the programs and campaigns at UConn, the regional campuses and UConn Health during 2024. Selected programs are highlighted herein.

#### **New Student Orientation**

During 2024, incoming first year and transfer students were provided with Protect Our Pack Title IX and bystander intervention training. Students at the Storrs and regional campuses participated in this interactive, in-person program. The session was designed to provide awareness of Title IX issues and empower students to be proactive, effective bystanders. Topics covered included sexual assault, consent, incapacitation, intimate partner violence, stalking, bystander intervention, and resources. The program involved the use of scenarios and led students to think critically and discuss options for reacting and intervening in problematic situations.



All institution-wide incoming graduate students and residents (including the professional students at the Schools of Law, Medicine, and Dental Medicine) completed training on topics related to sexual assault, intimate partner violence and stalking as part of their orientation and/or a condition of their enrollment. These trainings addressed consent, sexual assault, intimate partner violence, stalking, UConn's policies, resources, and reporting options.

#### **Continuing Education for Students**

In addition to orientation programming, UConn's Violence Against Women Prevention Program (VAWPP), continued to present its *Consent 201* to first-year students in their First Year Experience (FYE) courses, including those at the regional campuses. The workshop, led by trained student facilitators, included discussions to increase their knowledge and understanding of UConn's definition of affirmative consent; increase their capacity to apply UConn's standard; and inspire critical reflection around stereotypical gender expectations and how they shape sexual and/or romantic norms. *Consent 201* invites students to think critically about common patterns of communication around requests, negotiation, pressure, and coercion. Facilitators use interactive, non-sexual scenarios to help students explore dynamics within sexual situations. VAWPP also facilitates a modified session in FYE course sections for international students.

During the 2024-2025 academic year, UConn continued to use the online interactive interpersonal violence prevention program for rising juniors, *U Got This!* and *U Got This 2!* for graduate, medical, dental, and law students. *U Got This!* and *U Got This 2!* are interpersonal violence prevention programs that provide critical information about bystander intervention, consent, healthy relationships, sexual harassment, sexual assault, dating violence, domestic violence, and stalking. Both programs are interactive dialogue that infuses humor and relatability when discussing these important topics.



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

Fraternity and sorority student officers participated in training to demonstrate familiarity with campus resources related to risk management, including Title IX, Community Standards, and the Center for Fraternity and Sorority Development. Fraternity and sorority members received multiple in-person trainings focused on topics including identifying resources and reporting options, bystander intervention strategies, and how to be kind and empathetic during the disclosure of a sexual assault.

Title IX in-person training was provided to each athletic team. Student athletes learned about definitions of prohibited conduct, developed strategies for bystander intervention and how they could respond should they receive a disclosure of sexual misconduct from a teammate or experience misconduct themselves, and could identify the University's Title IX Coordinator and other resource and reporting options.

### **Employee Training and Education**

UConn has continued its focus on providing widespread training and education programs for employees, including graduate research and teaching assistants. All new faculty, staff, and graduate assistants at Storrs, the regional campuses and UConn Health complete an online interactive sexual harassment prevention training. This sexual harassment prevention program provides training and awareness of UConn's sexual harassment, sexual assault, intimate partner violence and stalking policies and response, resources, employee reporting obligations and responding to disclosures in a trauma-informed manner. This foundation is bolstered through inclusion of Title IX policies and best practices in UConn's mandatory annual compliance training provided by the Office of University Compliance. UConn also provides Title IX-specific training and education to personnel involved in the Title IX investigation, hearing, and appeal processes. This training is noted on the University's Title IX website.

Employee training sessions include a review of the sexual assault, intimate partner violence and stalking resources and reporting brochures, and one-page informational documents specific to each campus that guide and assist employees with providing trauma-informed response when receiving disclosures from students pursuant to their Responsible Employee reporting requirements (attached – one per campus). For student employees with reporting responsibilities, such as Residential Assistants, the Office of Institutional Equity partnered with the Office of Community Standards and the Dean of Students Office to deliver interactive trainings focused on best practices for responding to disclosures of sexual assault, intimate partner violence, and stalking, as well as how the student employees should submit reports to the University.

The Department of Education released updated Title IX regulations which became effective on August 1, 2024. The new regulations included additional reporting and information-sharing responsibilities for all employees. A mandatory online training was assigned to all UConn and UConn Health employees to educate them on the updated regulations and new employee responsibilities.

## **Sexual Assault Forensic Examinations on the Storrs Campus**

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

## **Selected Awareness Programs and Campaigns**

In addition to clinical services, Student Health and Wellness offers a wide range of additional sexual health initiatives, including a free condom distribution program, and comprehensive sexuality education. Many of the educational offerings are run through the Sexperts Peer Health Education program, which is comprised of student peer health educators. The 2<sup>nd</sup> annual Sexual Health and Wellness Fair featured educational tables, free safer-sex supplies, and sexually transmitted disease testing to provide knowledge, resources, and support to help students make decisions that feel right for them.

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

Take Back the Night is an annual event held during Sexual Assault Awareness Month honoring victim-survivors of sexual assault, dating and domestic violence, stalking, and harassment. UConn's Violence Against Women Prevention Program (VAWPP) hosts the event of poetry, stories, song, a candlelight campus march, and a survivor speak out session.

## **University-Wide Coordination**

Prominent among these efforts is the coordination facilitated across all campuses by UConn's Community Resource Teams (CRTs). The CRTs, one for Storrs and Regional campuses and one for UConn Health, held separate in-person meetings in 2024. Each CRT is composed of UConn employees, students and off-campus partners who work to address issues of sexual assault, intimate partner violence and stalking on campus. This collaborative work helps to ensure that UConn provides a coordinated, compassionate, trauma-informed response to all individuals impacted by sexual violence. The CRTs facilitate and sustain important relationships across university offices and campuses, and with outside agencies. In addition, the CRTs have hosted trainings by both UConn and outside presenters to raise awareness for key personnel in areas including, but not limited to, Title IX, sexual violence response, trauma-informed practices, stalking and intimate partner violence.

## **Sexual Misconduct Climate Assessment**

Pursuant to Connecticut General Statutes Section 10a-55s, UConn conducted a sexual misconduct climate assessment in 2024. UConn hired Grand River Solutions to deliver a confidential survey to every UConn and UConn Health student in 2024. Students were asked about their knowledge of key campus policies and UConn's prevention and response efforts relevant to sexual and interpersonal violence. The survey included questions about the participants' experiences of sexual and interpersonal violence in the past 12 months, whether they reported the incident and their experiences during the reporting process. The *2024 Report of the Student Experience Survey* from Grand River Solutions is attached.

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

Below are tables summarizing the number of incidents of sexual assault, stalking, and intimate partner violence reported to UConn during calendar year 2024, as well as the outcomes of disciplinary cases.

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

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

The figures reported below differ from those reported in UConn’s 2024 Annual Security and Fire Report, prepared in accordance with The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act or Clery Act. The Clery Act restricts reporting to certain, expressly defined criminal acts pursuant to criminal statute occurring within specifically defined geographical locations. Conversely, this report captures all incidents disclosed to the institution, regardless of on or off-campus location, year of incident, whether the incident would represent a violation of university policy or criminal statute, or direct connection of incident to UConn.

##### Incidents of Sexual Assault, Stalking and IPV Reported to UConn in 2024

<i>Type of Incident</i>	<i>Number of Incidents Reported</i>	<i>Incident Reported to have Occurred in 2024</i>	<i>Respondent Identified as Connected to UConn</i>	<i>Confidential or Anonymous Reports</i>
Sexual Assault	81	64	29	7
Stalking	37	36	19	1

IPV	72	63	20	2
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Regarding the number of incidents reported, 52 of the total 81 sexual assault matters, 18 of the total 37 stalking matters, and 52 of the total 72 intimate partner violence incidents disclosed to UConn were either not connected to UConn (i.e. incidents from childhood and high school); did not involve a UConn-affiliated respondent (i.e. the accused individual was not enrolled in classes or employed at UConn); or were disclosures and reports where the respondent remained unknown to the institution (i.e. the victim chose not to disclose the identity of the accused individual). Upon receipt of reports like these, which would not be subject to the investigation/disciplinary processes identified above, UConn takes steps to connect impacted parties with appropriate resources for support and assistance.

Of the cases with a respondent identified as connected to UConn, UConn conducted seven investigations into reports of sexual assault, one investigation into stalking, and one investigation into intimate partner violence. These matters represent the totality of reports subject to the investigation/disciplinary processes where the complaining party sought an investigation. The outcomes of those investigations are presented in the table below.

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

<i>Type of Incident</i>	<i>Number of Investigations</i>	<i>Finding of No Violation or Not Responsible</i>	<i>Number of Investigations Pending</i>	<i>Finding of Responsible &amp; Expulsion or Separation</i>	<i>Finding of Responsible &amp; Suspension</i>	<i>Finding of Responsible &amp; Probation/ Written Warning</i>	<i>Number of Findings Appealed</i>
Sexual Assault	7	3	0	0	3	1	2
Stalking	1	1	0	0	0	0	0
IPV	1	1	0	0	0	0	0

Only in limited circumstances will the University proceed with an investigation against a victim's wishes. Factors considered within this determination include the age of the victim, whether there is evidence of a pattern of misconduct, the severity of the misconduct, and whether there is a safety risk to the victim or the campus community. Even in those cases where there is no investigation, UConn may still choose to take a variety of responsive and preventative actions, including behavioral meetings with the alleged respondent, enacting University no-contact directives per a party's request, and/or additional training and prevention work within impacted organizations and departments. In matters without an investigation, the complainant did not wish to pursue an investigation, the respondent was no longer enrolled at UConn, or there was not enough information to identify the individuals involved. As noted above, regardless of whether an investigation was pursued, resources for support and assistance were made available.

## **V. Attachment**

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



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

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

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## **I. STATEMENT OF POLICY**

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

The University does not unlawfully discriminate in any of its education or employment programs and activities on the basis of an individual’s actual or perceived race, color, ethnicity, religious creed, age, sex (including pregnancy or pregnancy-related conditions), marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran’s status, status as a victim of domestic violence, prior conviction of a crime, workplace hazards to the reproductive system, gender identity or expression, or membership in any other protected classes as set forth in state or federal law. To that end, this Policy Against Discrimination, Harassment and Related Interpersonal Violence, Including Sexual Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships (the “Policy Against Discrimination” or “Policy”) prohibits specific forms of behavior that violate state and federal laws, including but not limited to Titles VI and VII of the Civil Rights Act of 1964 (“Title VI”) and (“Title VII”), Title IX of the Education Amendments of 1972 (“Title IX”), the Violence Against Women Reauthorization Act of 2022 (“VAWA”), the Pregnant Workers Fairness Act, and related state and federal anti-discrimination laws. Such behavior may also require the University to fulfill certain reporting obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”), as amended by VAWA, and Connecticut state law regarding reporting suspected child abuse and neglect.

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

The University adopts this Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering a safe and respectful University community; (3) cultivating a climate where all individuals are well-informed and supported in reporting Prohibited Conduct; (4) providing a fair and impartial process for all parties in the investigation and resolution of such reports; and (5) identifying the standards by which

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

violations of this Policy will be evaluated and disciplinary action may be imposed. In addition, the University conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this Policy.

A student or employee determined by the University to have committed an act of Prohibited Conduct is subject to disciplinary action, up to and including separation from the University. Third Parties who commit acts of Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn. Registered Student Organizations that commit acts of prohibited conduct may have their registration revoked or be subject to other sanctions.

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

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

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

## **II. TO WHOM THIS POLICY APPLIES**

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

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



environment for students, employees or third parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity.

### **III. APPLICABLE PROCEDURES UNDER THIS POLICY**

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

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

#### **A. WHERE THE RESPONDENT IS A STUDENT**

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

#### **B. WHERE THE RESPONDENT IS AN EMPLOYEE**

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

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

Each situation will be evaluated for context and the University will determine which of

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

the procedures applies based on the facts and circumstances (such as which role predominates in the context of the alleged Prohibited Conduct). The Student-Respondent procedures typically will apply to graduate students except in those cases where the graduate student's assistantship role predominated in the context of the Prohibited Conduct. Further, where a Respondent is both a student and an employee (including but not limited to graduate students), the Respondent may be subject to any of the sanctions applicable to students or employees.

D. WHERE THE RESPONDENT IS A THIRD PARTY

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

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

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

F. WHERE THE RESPONDENT IS A REGISTERED STUDENT ORGANIZATION

The procedures for responding to reports of Prohibited Conduct committed by Registered Student Organizations are set out in *Blueprints: The Official Handbook of RSOs at the University of Connecticut* (<https://solid.media.uconn.edu/wp-content/uploads/sites/471/2024/09/Blueprints-2024-2025.pdf>).

IV. TITLE IX COORDINATOR

Under Title IX:

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

The Title IX Coordinator is charged with monitoring the University's compliance with Title IX, ensuring appropriate education and training, coordinating the University's investigation, response, and resolution of all reports under this Policy, and ensuring appropriate actions to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The Office of Institutional Equity oversees reports involving students, employees, and third parties. The

University has also designated Deputy Title IX Coordinators who may assist the Title IX Coordinator in the discharge of these responsibilities. The Title IX Coordinator and Deputy Title IX Coordinators receive ongoing appropriate training to discharge their responsibilities.

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

The Office of Institutional Equity's Associate Vice President and/or the Title IX Coordinator can be contacted by telephone, email, or in person during regular office hours:

**Sarah Chipman**

Interim Associate Vice President,  
Equal Employment Opportunity Officer,  
ADA Coordinator, Title VI Coordinator, and Title IX Coordinator  
Office of Institutional Equity  
Storrs: Wood Hall, First Floor  
UConn Health: Munson Road, Third Floor  
[sarah.chipman@uconn.edu](mailto:sarah.chipman@uconn.edu)  
(860) 486-2943

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

## **V. UNDERSTANDING THE DIFFERENCE BETWEEN PRIVACY AND CONFIDENTIALITY**

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

Privacy and confidentiality have distinct meanings under this Policy.

**Privacy:** Privacy means that information related to a report of Prohibited Conduct will be shared with University employees who need to know the information in order to assist individuals identified as having been impacted by the alleged conduct in the

assessment, investigation, and resolution of the report. All employees who are involved in the University's response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

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

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

## **VI. EMPLOYEE REPORTING AND INFORMATION SHARING RESPONSIBILITIES**

### **A. DEAN, DIRECTOR, DEPARTMENT HEAD, AND SUPERVISOR REPORTING RESPONSIBILITIES**

Under this Policy, Deans, Directors, Department Heads and Supervisors are required to report to the Office of Institutional Equity all relevant details about any alleged incident of all forms of Prohibited Conduct (including but not limited to discrimination, discriminatory harassment, sexual harassment, and/or retaliation), inappropriate amorous relationships, or failures to fulfill reporting responsibilities outlined in this Policy, where the alleged incident involves any University employee as either the Complainant or the Respondent. Reporting is required when such Deans, Directors, Department Heads and Supervisors know (by reason of direct or indirect disclosure) or should have known of such incident.

### **B. TITLE IX REPORTING OBLIGATIONS**

Most University employees are required to immediately report information about certain types of Prohibited Conduct to the University's Office of Institutional Equity. An employee's responsibility to report under this Policy is governed by their role at the

University. The University designates every employee as a Confidential Employee, Designated Confidential Employee, or a Responsible Employee.

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

- Student Health and Wellness (limited to Medical Services, Mental Health Services, and Sports Medicine)
- Employee Assistance Program

**Designated Confidential Employee:** An employee who is designated by the University as confidential for the purposes of providing services to persons related to disclosures of potential violations under this policy. Designated Confidential Employees include the Chief Diversity Officer and professional staff within the Office for Diversity and Inclusion, as well as staff within the University's African American Cultural Center, Asian American Cultural Center, Puerto Rican and Latin American Cultural Center, Women's Center, Rainbow Center; Ombuds Office; and professional staff within Student Health and Wellness Health Promotion. Designated Confidential Employees will offer students and employees information about resources, support and how to report incidents of Prohibited Conduct to law enforcement and the University. Designated Confidential Employees will only report the information shared with them to the University if the student and/or employee requests that the information be shared (unless someone is in imminent risk of serious harm or a minor). Designated Confidential Employees do not have the ability to implement supportive measures in response to a disclosure. They will provide information about how students and employees may receive such measures.

Where the disclosed conduct reasonably constitutes sex-based discrimination under this Policy, the Confidential or Designated Confidential Employee is encouraged to explain the circumstances in which the employee is not required to notify the Title IX Coordinator about reports of alleged sex-based discrimination, provide information on how to contact the Title IX Coordinator, and explain that the Title IX Coordinator may be able to offer and coordinate supportive measures, as well as initiate an informal resolution or an investigation under the grievance procedures.

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



Responsible Employees are required to immediately report to the University's Office of Institutional Equity all relevant details (obtained directly or indirectly) about any incident of **Sexual Assault; Stalking and/or Intimate Partner Violence** involving a student in any capacity, regardless of when or where the incident occurred. The report should include all available information, including dates, times, locations, and names of parties and witnesses. Reporting is required when the Responsible Employee knows (by reason of a direct or indirect disclosure) of such an incident.

The University is not obligated to respond to information disclosed at public awareness events (e.g., "Take Back the Night," candlelight vigils, protests, "survivor speak-outs" or other public forums in which students may disclose incidents of Prohibited Conduct; collectively, "Public Awareness Events"). However, disclosures at Public Awareness Events will be evaluated to determine whether the information indicates an imminent and serious threat to the health or safety of a complainant, any students, employees, or other persons and will be used to inform the University's prevention efforts.

A Responsible Employee who is conducting an Institutional Review Board-approved human-subjects research study designed to gather information about sex discrimination is not required to report information received during the course of the study.

Aside from the reporting responsibilities set forth above, all members of the campus community are encouraged to report any conduct which they become aware of and which they believe in good faith to have been a violation of this policy, and as to which they do not have an obligation to report as set forth above.

This encouragement does not apply to Confidential and Exempt Designated Confidential Employees and is subject to limitations necessary to preserve confidentiality and privacy.

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

### C. CLERY REPORTING OBLIGATIONS

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

continuing threat to students and employees. Consistent with the Clery Act, the University withholds the names and other personally identifying information of Complainants when issuing timely warnings to the University community.

#### D. CHILD ABUSE REPORTING OBLIGATIONS

**All** University employees except student employees are **mandated reporters** of child abuse or neglect as defined by Connecticut General Statutes Section 17a-101(b) and must comply with Connecticut's mandated reporting laws.<sup>3</sup> All University employees should refer to UConn's [Protection of Minors and Reporting of Child Abuse and Neglect Policy](http://policy.uconn.edu/?p=6754) (<http://policy.uconn.edu/?p=6754>) for detailed definitions and reporting information.

#### E. PREGNANCY RELATED RESOURCES

All University employees who receive a disclosure from a student, or a person who has a legal right to act on behalf of the student, of a student's pregnancy or related condition are encouraged to provide the student with the Title IX Coordinator's contact information and inform the student that the Title IX Coordinator can coordinate specific actions to prevent sex-based discrimination and ensure the student's equal access to the University's programs and activities.

### VII. COMPLAINANT OPTIONS FOR REPORTING PROHIBITED CONDUCT

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

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

#### A. REPORTING TO LAW ENFORCEMENT

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the State of Connecticut criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence,

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<sup>3</sup> See Connecticut General Statutes Sections 17a-101a to 17a-101d.

Sexual Exploitation, Stalking, and Physical Assault.<sup>4</sup> Whether or not any specific incident of Prohibited Conduct may constitute a crime is a decision made solely by law enforcement. Similarly, the decision to arrest any individual for engaging in any incident of Prohibited Conduct is determined solely by law enforcement and not the University. Such decisions are based on a number of factors, including availability of admissible evidence.

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

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

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

## B. REPORTING TO THE UNIVERSITY

Complainants (or others, including parents, guardians, or other authorized legal representatives with the legal right to act on behalf of a complainant, who become aware of an incident of Prohibited Conduct) are encouraged to report the incident to the University through the following reporting options:

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

Office of Institutional Equity (Storrs and Regionals) Wood Hall, First Floor  
241 Glenbrook Road Storrs, Connecticut (860) 486-2943

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<sup>4</sup> See Title 53a of the Connecticut General Statutes for the State of Connecticut's Penal Code ([https://www.cga.ct.gov/current/pub/title\\_53a.htm](https://www.cga.ct.gov/current/pub/title_53a.htm)).

[equity@uconn.edu](mailto:equity@uconn.edu)  
[www.titleix.uconn.edu](http://www.titleix.uconn.edu)  
[www.equity.uconn.edu](http://www.equity.uconn.edu)

Office of Institutional Equity (UConn Health) 16 Munson Road, Third Floor  
Farmington, Connecticut (860) 679-3563  
[equity@uconn.edu](mailto:equity@uconn.edu)  
[www.equity.uconn.edu](http://www.equity.uconn.edu)

There is no time limit to report Prohibited Conduct to the University under this Policy;<sup>5</sup> however, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer affiliated with the University, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

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

#### **VIII. ACCESSING CAMPUS AND COMMUNITY RESOURCES AND SUPPORTIVE MEASURES**

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

- Sexual assault, sexual exploitation, intimate partner violence, sexual or gender-based harassment, and stalking: [www.titleix.uconn.edu](http://www.titleix.uconn.edu)
- Discrimination and discriminatory harassment where the Respondent is an employee or third party: [www.equity.uconn.edu](http://www.equity.uconn.edu)
- Related violations of The Student Code where the Respondent is a student: [www.community.uconn.edu](http://www.community.uconn.edu)

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

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<sup>5</sup> This statement does not relieve Responsible Employees of their obligation to report Sexual Assault, Intimate Partner Violence and/or Stalking involving a student immediately to the Office of Institutional Equity.

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

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

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

## **IX. PROHIBITED CONDUCT UNDER THIS POLICY<sup>6</sup>**

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

### **A. DISCRIMINATION**

**Discrimination** is any unlawful distinction, preference, or detriment to an individual that is based upon an individual's actual or perceived race, color, ethnicity, religious creed, age, sex (including pregnancy or pregnancy-related conditions), marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities

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<sup>6</sup> These definitions may overlap with Connecticut criminal statutes in some cases, and provide greater protection in other instances. Connecticut's Penal Code may be found in Title 53a of the Connecticut General Statutes. ([https://www.cga.ct.gov/current/pub/title\\_53a.htm](https://www.cga.ct.gov/current/pub/title_53a.htm))



(including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, status as a victim of domestic violence, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law and that: (1) excludes an individual from participation; (2) denies the individual the benefits of; (3) treats the individual adversely; or (4) otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a University program or activity.

Discrimination may include failing to make good faith efforts to provide reasonable accommodation, consistent with state and federal law and University policy, to persons with disabilities. The University of Connecticut is committed to achieving equal educational and employment opportunities and full participation for persons with disabilities.<sup>7</sup>

Discrimination also may include failing to make good faith efforts to provide reasonable modifications to University policies, practices, or procedures, consistent with state and federal law and University policy, related to pregnancy, including childbirth, termination of pregnancy, recovery, related medical conditions, and lactation.<sup>8</sup> The University of Connecticut is committed to achieving equal educational and employment opportunities and full participation for persons experiencing pregnancy and all related conditions.

Discrimination also may include failing to make good faith efforts to provide reasonable accommodations, consistent with state and federal law and University policy, for persons' sincerely held religious practices or beliefs. The University of Connecticut is committed to providing welcoming and inclusive learning environments and will make good faith efforts to provide reasonable religious accommodations to faculty, staff, and students.<sup>9</sup>

## **B. DISCRIMINATORY HARASSMENT AND SEXUAL HARASSMENT**

**Discriminatory Harassment** consists of verbal, physical, electronic, or other conduct based upon an individual's actual or perceived race, color, ethnicity, religious creed, age, sex (including pregnancy and pregnancy-related conditions), marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disability, past/present history of a mental disorder), veteran status, status as a victim of domestic violence, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law that interferes

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<sup>7</sup> See Policy Statement: People with Disabilities. (<http://policy.uconn.edu/2011/05/24/people-with-disabilities-policy-statement/>).

<sup>8</sup> See Lactation Policy. (<https://policy.uconn.edu/2016/12/21/lactation-policy/>).

<sup>9</sup> See Religious Accommodations Policy (<https://policy.uconn.edu/2018/08/01/religious-accommodation-policy/>).

with that individual's educational or employment opportunities, participation in a University program or activity, or receipt of legitimately-requested services or benefits. Such conduct is a violation of this Policy when the circumstances demonstrate the existence of either *Hostile Environment Harassment* or *Quid Pro Quo Harassment* as defined below.

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

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

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

### C. SEXUAL ASSAULT

**Sexual Assault** consists of (1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (3) Consent.<sup>10</sup>

1. **Sexual Contact** (or attempts to commit) is the intentional touching of another person's intimate body parts, clothed or unclothed, if that intentional touching can reasonably be construed as having the intent or purpose of obtaining sexual arousal or gratification.
2. **Sexual Intercourse** (or attempts to commit) is any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact

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<sup>10</sup> Sexual assault includes any offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

between the mouth of one person and the genitalia of another person.

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

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

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

#### D. SEXUAL EXPLOITATION

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

- Recording, photographing, disseminating, and/or posting images of private

sexual activity and/or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without consent;

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

#### E. INTIMATE PARTNER VIOLENCE

**Intimate Partner Violence** includes any felony or misdemeanor crime, act of violence, or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship.<sup>11</sup> Intimate Partner Violence may include any form of Prohibited Conduct under this Policy, including Sexual Assault, Stalking (as defined herein) and/or physical assault. Intimate Partner Violence may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical.

#### F. STALKING

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

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

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<sup>11</sup> Intimate partner violence may also occur between individuals that cohabitate, or have cohabitated, as spouses or intimate partners, share a child in common, or when an individual commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the relevant jurisdiction.

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

#### G. RETALIATION

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

Retaliation can include, but is not limited to, actions taken by the University, actions taken by one student against another student, actions taken by an employee against another employee or student, actions taken by a Registered Student Organization against a student, or actions taken by a third party against a student or employee. See the University’s Non-Retaliation Policy (<http://policy.uconn.edu/2011/05/24/non-retaliation-policy/>).

#### H. COMPLICITY

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

### X. INAPPROPRIATE AMOROUS RELATIONSHIPS

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

#### A. INSTRUCTIONAL/STUDENT CONTEXT

All faculty and staff must be aware that amorous relationships with students are likely to lead to difficulties and have the potential to place faculty and staff at great personal and professional risk. The power difference inherent in the faculty-student or staff-

student relationship means that any amorous relationship between a faculty or staff member and a student is potentially exploitative or could at any time be perceived as exploitative and should be avoided. Faculty and staff engaged in such relationships should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for the student's instruction or evaluation. In the event of a charge of Sexual Harassment arising from such circumstances, the University will in general be unsympathetic to a defense based upon consent when the facts establish that a faculty-student or staff-student power differential existed within the relationship.

1. Undergraduate Students

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

2. Graduate Students

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

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

3. Graduate Students in Positions of Authority

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

student's instruction or evaluation.

#### 4. Pre-existing Relationships with Any Student

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

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

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

#### 5. If an Amorous Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in an amorous relationship with a student in violation of this Policy, the faculty member, staff member, or graduate student must disclose the relationship immediately to the Office of Institutional Equity. Absent an extraordinary circumstance, no relationships in violation of this Policy will be permitted while the student is enrolled or the faculty or staff member is employed by the University. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible, and the faculty or staff member's employment standing or the graduate student's position of authority may need to be adjusted until they no longer have supervisory or other authority over the student.

In addition to the amorous relationship itself, a faculty, staff or graduate student's failure to report the existence of an inappropriate amorous relationship with a student is also a violation of this Policy. The University



encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

B. EMPLOYMENT CONTEXT

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

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

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

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

2. If an Amorous Relationship Occurs or has Occurred Between a Supervisor and Their Subordinate Employee

If, despite these warnings, a University employee enters into an amorous

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

## **XI. PREVENTION, AWARENESS AND TRAINING PROGRAMS**

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

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

## **XII. OBLIGATION TO COOPERATE AND PROVIDE TRUTHFUL INFORMATION**

All University employees are expected to cooperate and to provide all relevant information of which they are aware and/or in their possession as deemed necessary in connection with investigating allegations under this policy. Further, all University community members are expected to provide truthful information in any report, investigation, or proceeding under this Policy. Submitting or providing false or misleading information in bad faith or in an effort to achieve personal gain or cause intentional harm to another in connection with an incident of Prohibited Conduct, or employees failing to cooperate in the investigation process, is prohibited and subject to disciplinary sanctions under The Student Code (for students), The Code of Conduct (for employees), General Rules of Conduct (for employees), and any other applicable

and appropriate University policy or policies. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are not later substantiated.

### **XIII. RELATED POLICIES**

#### **A. STUDENTS**

- Responsibilities of Community Life: The Student Code:  
<https://community.uconn.edu/the-student-code-preamble/>

#### **B. EMPLOYEES AND THIRD PARTIES**

- Policy Statement: People With Disabilities: <http://policy.uconn.edu/?p=419>
- Protection of Minors and Reporting of Child Abuse and Neglect Policy:  
<http://policy.uconn.edu/?p=6754>
- Non-Retaliation Policy: <http://policy.uconn.edu/?p=415>
- Policy Statement: Affirmative Action and Equal Employment Opportunity:  
<http://policy.uconn.edu/?p=102>
- Age Act Policy: <http://policy.uconn.edu/?p=2007>
- Code of Conduct (employees): <http://policy.uconn.edu/?p=140>
- General Rules of Conduct (employees):  
<https://policy.uconn.edu/2011/05/24/general-rules-of-conduct/>
- Code of Conduct for University of Connecticut Vendors:  
<http://policy.uconn.edu/?p=2718>
- Policy on Employment and Contracting for Service of Relatives:  
<http://policy.uconn.edu/?p=357>

### **XIV. ENFORCEMENT**

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

### **XV. POLICY REVIEW**

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

Revised May 29, 2025

**University of Connecticut**  
***Responsibilities of Community Life: The Student Code***

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

**Preamble**

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

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

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

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

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

**Introduction**

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

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

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

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

## Part I: Student Conduct Authority

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

## Part II: Definitions

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

1. **“Hearing decision-maker” or “hearing body”** means a University staff member who is authorized to conduct an administrative hearing to determine the appropriate resolution of an alleged violation of *The Student Code*, and/or to impose sanctions or affect other remedies as appropriate.
2. **“Administrative Agreement”** means an agreement between the respondent, complainant if any, and Case Manager which identifies a mutual resolution.
3. **“Appellate body”** means any person or persons authorized by the Vice President for Student Life and Enrollment or designee to conduct a review of a decision reached by a hearing body.
4. **“Business day”** means any day, Monday through Friday, that the University is open.
5. **“Complainant”** means any person who believes that said person has been a victim of another student’s/student organization’s misconduct. If the complainant is a University of Connecticut student, that student will have the same rights under *The Student Code* as are provided to the respondent, even if another member of the University community referred or reported the allegation itself.
6. **“Designee”** refers to a staff or faculty member who has responsibility for implementing the Student Conduct process or administering the Student Conduct system, in part or in whole.
7. **“Director of Community Standards”** refers to that person in Student Life, designated by the Vice President for Student Life and Enrollment to be responsible for the overall coordination of the University Student Conduct system, including the development of policies, procedures, and education and training programs. The Director of Community Standards may serve as an administrative hearing officer, Case Manager, or an appellate body. As used in this document, “Director of Community Standards” includes the Director’s designee.
8. **“Hearing board/Committee advisor”** means a Community Standards staff member, administrative hearing officer, or Case Manager who observes a hearing body or the Probation Review Committee throughout the hearing/meeting and during the hearing body’s/committee’s private deliberations for the purpose of providing information and interpretations relative to the University Student Conduct system and *The Student Code*.
9. **“Incident database”** means the electronic database used to track an incident and the response taken.
10. **“Instructor”** means any faculty member, teaching assistant, or any other person authorized by the University to provide educational services (e.g., teaching, research, or academic advising).
11. **“May”** is used in the permissive sense.
12. **“Member of the University community”** includes any person who is a student, instructor, faculty member, or University staff member; any other person working for the University, either directly or indirectly (e.g., private enterprise on campus); or any person who resides on University premises. A person’s status in a particular situation shall be determined by the Director of Community Standards.
13. **“Policy”** is defined as the written regulations, standards, and student conduct expectations adopted by the University and found in, but not limited to, *The Student Code*; *The On-Campus Housing Contract*; the *University of Connecticut Policy Against Discrimination, Harassment, and Related Interpersonal Violence*; graduate and undergraduate student catalog; and other publicized University notices.

14. **“Probation Review Committee”** shall review University Probation removal petitions upon the request of a student or registered student organization at least six months after the student is placed on University Probation. The Probation Review Committee shall typically consist of at least two University community members. Generally, a Probation Review Committee (PRC) shall have an advisor. The advisor provides support and development opportunities to the committee members and facilitates the committee meetings. The advisor may also serve as an active participant in the probation review including the decision-making process. Probation Review Committees do not conduct hearings of alleged violations. The decision of the Probation Review Committee is final.
15. **“Referring party”** means any person/s who submits an allegation that a student violated *The Student Code*.
16. **“Report”** means any allegation of alleged misconduct regarding a student or recognized student group. “Report” is used interchangeably with “complaint” and “referral” in this document.
17. **“Respondent”** means any student accused of violating *The Student Code*.
18. **“Shall”** and **“Will”** are used in the imperative sense.
19. **“Student”** means any person admitted, registered, enrolled, or attending any University course or University program; any person admitted to the University who is on University premises or University-related premises for any purpose pertaining to the person’s registration or enrollment. For purposes of *The Student Code*’s jurisdiction, the Director of Community Standards will make any final determination as to whether or not an individual is a student.
20. **“Student Conduct file”** means the printed/written/electronic file, which may include, but is not limited to, incident report(s), correspondence, academic transcript, witness statements, and student conduct history.
21. **“Case Manager”** means a University staff member who is authorized to investigate and determine the appropriate resolution of an alleged violation of *The Student Code*. Subject to the provisions in this code, this individual is vested with the authority to, among other duties, investigate an alleged violation of *The Student Code*; decline to pursue a complaint; refer identified disputants to mediation or other appropriate resources; establish *The Student Code* alleged violations regarding a respondent; approve a case resolution form; and impose sanctions or affect other remedies as appropriate.
22. **“Student organization”** may mean an association or group of persons that has complied with the formal requirements for University recognition by the Department of Student Activities. “Recognized student groups” and “Registered Student Organizations are used synonymously with “Student organization”.in this document.
23. **“Support person”** means any person who accompanies a complainant or respondent for the limited purpose of providing support and guidance. A support person may not directly address the hearing body, Student Conduct officer(s), question witnesses, or otherwise actively participate in the Student Conduct process, including hearings.
24. **“University”** and **“UConn”** mean the University of Connecticut.
25. **“University official”** includes any person employed by the University to perform administrative, instructional, or professional duties.
26. **“University premises”** includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University, either solely or in conjunction with another entity.
27. **“Witness”** means any individual who has direct knowledge of an incident. Character witnesses are not part of the Student Conduct process.

### Part III: Proscribed Conduct

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

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

#### A. Jurisdiction of the University

1. Each student shall be responsible for one’s conduct from the time of admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if the conduct is not discovered until after a degree is awarded). *The Student Code* shall apply to a student’s conduct even if the student withdraws from the University while a student conduct matter is pending.
2. The University may apply *The Student Code* to students whose conduct has a direct and distinct adverse impact on the University community, its members, and/or the pursuit of its objectives regardless of where such conduct may occur. The following examples describe the kinds of off-campus acts that might be addressed through the University Student Conduct system. They are illustrative in intent and they should not be regarded as all-inclusive: driving under the influence of alcohol or drugs; physical/sexual assault; sale/distribution of illegal substances; and malicious destruction of property. Should the Director of Community Standards reasonably determine that a particular alleged act of off-campus misconduct falls within the jurisdiction of the University, the case will be referred to the University Student Conduct System.
3. University Student Conduct proceedings may be initiated without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution resulting from the same or related conduct. Proceedings under *The Student Code* may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus at the discretion of the Director of Community Standards. Determinations made or sanctions imposed under *The Student Code* shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the defendant in the criminal matter.

#### B. Conduct Rules and Regulations

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

The following list of behaviors is intended to represent the types of acts that constitute violations of *The Student Code*. Although the list is extensive, it should not be regarded as all-inclusive. All community members are responsible for knowing and observing all University policies and procedures, which can be found at <https://policy.uconn.edu>.



1. Behavior in violation of the *Academic, Scholarly, and Professional Integrity and Misconduct (Appendix A)*.
2. Disruptive behavior, which is defined as participating in or inciting others to participate in the disruption or undue interference of any University activity, including, but not limited to: teaching, research, events, administration, Student Conduct proceedings, the living/learning environment, or other University activities, on or off-campus; or of other non-University activities when the conduct occurs on University premises; or of the living environment, on or off-campus.
3. Harming behavior, which includes, but is not limited to, the true threat of or actual physical assault or abuse and also includes harassment. For the purposes of *The Student Code*, bullying is considered a form of harassment.

In determining whether an act constitutes harassment, Community Standards will consider the full context of the conduct, giving due consideration to the protection of University climate, individual rights, freedom of speech, academic freedom and advocacy. Not every act that might be offensive to an individual or a group constitutes harassment and/or a violation of *The Student Code*.

Harassment is the severe or repeated use by one or more students of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at another individual that has the effect of:

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

Bullying is the repeated use of a written, oral or electronic communication, or a physical act or gesture by one or more individuals, repeatedly directed at another individual that:

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

Bullying shall include, but not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

4. Behavior in violation of the *University of Connecticut Policy Against Discrimination, Harassment, and Related Interpersonal Violence*.
5. Endangering behavior, which includes, but is not limited to, conduct that threatens or jeopardizes the health or safety of any person including one's self.
6. Hazing, defined as any activity without reasonable or legitimate educational value expected of someone for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization that humiliates, degrades, or risks emotional, psychological, and/or physical harm, regardless of a person's willingness to participate.
7. Use of controlled substances is subject to local, state and federal laws.

Although Connecticut state law permits the use of medical and recreational marijuana (over 21 years of age), the use, possession, and/or cultivation of marijuana remains a crime under federal law. As the University of Connecticut is a recipient of federal funding, the University is required to prohibit the use and/or possession of all federally-classified controlled substances, including marijuana. Therefore, the possession and use of marijuana in any form, even if accompanied by a medical prescription, is prohibited on all University property and/or during any University activity.

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

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

- alcohol on their person on or off University property.
- b. *Strength of alcohol.* Any alcohol that is stronger than 80 proof is not permitted on University of Connecticut property except where approved for academic purposes of the University.
  - c. *Serving, distributing, and/or obtaining alcohol.* Serving, distributing to, or obtaining alcohol for any individual who is under 21 years of age is prohibited. Allowing any person under the age of 21 to consume alcohol is also prohibited. Providing alcohol to a person who is visibly intoxicated and/or pressuring others to use alcohol is prohibited.
  - d. *Public consumption.* No alcohol is to be consumed in public areas and open containers of alcohol are not permitted in public areas on University property except in designated locations where the permittee assumes all liability of properly monitored events. "Public areas" are defined as any area that could be used for general use including, but not limited to, stairways, hallways, lounges, bathrooms, dining halls, arenas, libraries, academic and administration buildings, and outside of buildings on University property.
  - e. *Location for consumption.* Alcohol can only be consumed on University of Connecticut property where there is a liquor permit to serve alcohol or as defined by University policies. A consumer can only ingest alcohol at the event location.
  - f. *Alcohol procurement.* Alcohol may not be purchased with University funds or Student Trustee Organization funds.
  - g. *Common source containers.* Common source containers containing alcohol are prohibited on University property. This includes, but is not limited to, kegs and beer balls. Tap systems are only permitted on University property by a University licensed permittee.
  - h. *Off-campus functions.* All Registered Student Organizations (RSOs) must participate in the Student Activities Off-Campus Event Advising Process to receive risk management advising. Law School student organizations must assure compliance with the *School of Law Alcohol Policy*.
  - i. *Driving under the influence.* Driving under the influence of alcohol and/or drugs is prohibited.
  - j. *Illegal drugs and paraphernalia.* Possession and/or consumption of illegal drugs, including marijuana, is prohibited. Possession of drug paraphernalia is prohibited on University of Connecticut property.
  - k. *Medications.* Prescription drugs are permitted on University of Connecticut property if accompanied by an authentic medical prescription. Use of legal medication outside the parameters of the medical authorization is prohibited. Possession and/or use of prescription medications not prescribed to the user is prohibited.
  - l. *Selling, distributing, or manufacturing drugs.* The sale, distribution, and/or manufacturing of controlled substances or illegal drugs, including marijuana, except as expressly permitted by law, is prohibited.
8. Use, possession, or distribution of firearms, weapons, facsimile of weapons, fireworks, explosives, or dangerous chemicals.
  9. Uncooperative behavior, which includes, but is not limited to, uncooperative actions and/or failure to comply with the directions of, providing false information, and/or failure to identify oneself to University officials or law enforcement officers acting in the performance of their duties.
  10. The setting of or participation in unauthorized fires; the unauthorized or improper possession, use, removal, or disabling of fire safety equipment and warning devices; failure to follow standard fire safety procedures; and/or interference with firefighting equipment or personnel.
  11. Assisting another person in the commission, or attempted commission, of a violation of *The Student Code*. This includes hosting a non-student who commits a violation.
  12. Behaviors in violation of published University policies, rules, or regulations.
  13. Behaviors in violation of the *On-Campus Housing Contract*.
  14. Theft, which includes, but is not limited to, attempted or actual theft of property or services.
  15. Forcible entry and/or unauthorized presence in University-owned buildings or property. Reasonable notice of authority, or lack thereof, shall be given.
  16. Unauthorized possession, access, duplication, or misuse of University property or other personal or public property, including, but not limited to, records, electronic files, telecommunications systems, forms of identification, and keys.
  17. Damage or misuse of property, which includes, but is not limited to, attempted or actual damage to or misuse of University property or other personal or public property.

18. Violation of federal, state or local law.
19. Abuse of the University Student Conduct system, including but not limited to:
  - a. Disruption or interference with the orderly conduct of a Student Conduct Proceeding.
  - b. Falsification, distortion, or misrepresentation of information to a Student Conduct officer or hearing body.
  - c. Influencing or attempting to influence another person to commit an abuse of the Student Conduct system.
  - d. Attempting to discourage or retaliate against an individual's proper participation in, or use of, the Student Conduct system.
  - e. Attempting to intimidate or retaliate against a Student Conduct officer, member of the hearing body or any other participant prior to, during, and/or after a Student Conduct proceeding.
  - f. Institution of a Student Conduct Code proceeding in bad faith.
  - g. Failure to comply with the sanction(s) imposed under *The Student Code*.
20. Retaliation against any University community member for raising a good faith concern or issue regarding another community member.

#### **Part IV: Student Conduct Process**

##### **A. Allegations**

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

##### **B. Administrative Conferences and Investigations**

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

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

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

**C. Administrative Hearing Bodies**

The Director of Community Standards will assign either an administrative hearing officer(s) or an academic misconduct hearing board to facilitate an administrative hearing depending on the nature of the matter.

1. **Administrative hearing officers:** The Director of Community Standards designates and trains administrative hearing officers annually. Administrative hearing officers are University officials. They may facilitate hearings on any type of alleged violation of *The Student Code*. Administrative hearing officers may impose any sanction as appropriate. Typically, a hearing will consist of one or two administrative hearing officers.

2. **Academic Integrity, Scholarly, and Professional Integrity and Misconduct hearing board:** Academic, scholarly, and professional misconduct hearing boards for academic integrity issues shall typically consist of two faculty members, two students, and one non-voting chair. They may conduct hearings on any alleged violation regarding *Academic, Scholarly, and Professional Integrity and Misconduct Policy* (Appendix A). The board may impose any sanction as appropriate. Academic consequences are determined by the instructor.

**D. Administrative Hearing**

Generally, an administrative hearing brings several people together in an effort to review an allegation that a student has violated *The Student Code*. The hearing participants may include the investigating Student Conduct officer(s), respondent(s), complainant(s), witnesses, and member(s) of the hearing body, a hearing advisor, and a support person for each respondent or complainant.

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

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

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

## E. Sanctions

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

disorders, and past/present history of a mental disorder, the Student Conduct officer or hearing body may enhance the sanctions.

## **F. Appeals**

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

## **G. Accommodations for Students with Disabilities**

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

## **Part V: Interim Administrative Action**

The Vice President for Student Life & Enrollment, or designee, may impose an interim University Probation, University Suspension, an interim Removal from Housing, an interim Loss of Recognition, and/or other necessary restrictions on a student prior to a Student Conduct resolution on the student's alleged violation. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists, and/or there is potential for significant disruption to the community that exists during the course of investigation.

Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the respondent, of the complainant, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the Student Conduct matter. The respondent may challenge the interim action in writing to the next level of conduct authority within five (5) business days of the imposition of the interim action. The interim action will be in effect during the challenge.

#### **Part VI: Maintenance and Review of Student Conduct Files**

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

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

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

#### **Part VII: Interpretation and Revision**

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



**Appendix A**  
**Academic, Scholarly, and Professional Integrity and**  
**Misconduct Policy [Adopted May 2023]**

*The following policy on undergraduate academic, scholarly, and professional integrity was originally formulated by the University's Academic Integrity Taskforce. It was adopted by the University Senate on May 1, 2023.*

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

**Purpose:**

To ensure a commitment to academic, scholarly, and professional integrity in all levels of the university community.

Such a commitment ensures that:

1. all individuals accept full responsibility for their own work and ideas;
2. all academic/scholarly credit awarded to an individual represents the work of that individual;
3. no student benefits from an unfair advantage;
4. Faculty, staff, advisors and others who support the intellectual development of students are committed to fostering, guiding, and monitoring students for adherence to all principles of academic and scholarly integrity;
5. the grades earned, the degrees or certificate conferred were appropriately earned by the individual;
6. the reputation of the University with respect to academic and scholarly integrity are protected
7. faculty, staff, and students adhere to the professional standards of conduct specific to each program offered at the university;
8. this policy is used consistently across the University, including undergraduate and graduating students and schools/colleges.

**Applies To:**

This policy applies to all members of the University Community engaged in academic and scholarly efforts in, but is not limited to, the following contexts in undergraduate and graduate education:

1. courses, including online courses (e.g., assignments, exams, projects, thesis);
2. experiential and service-learning courses and activities;
3. study abroad programs;
4. clinical and practice placements, internships, and externships;
5. program assessments (e.g., comprehensive exams, thesis, program reviews);
6. research, including undergraduate, graduate, postdoctoral scholar, and faculty research; and
7. processes involving submitting information (i.e., admissions, for scholarships/fellowships, for competitions, for awards, or other university programs); and
8. professional events and conferences

All members of the University community are responsible for ensuring that the principles of academic and scholarly integrity are upheld. This policy applies to graduate students and postdoctoral scholars, with the exception of PharmD students in the School of Pharmacy and professional students with degrees conferred by the Schools of Dental Medicine, Medicine, or Law.

This policy does not apply to legal, regulatory, or compliance requirements that fall outside the Academic and Scholarly Integrity Policy. In addition, this policy does not remove any reporting requirements to the appropriate oversight authority in instances of noncompliance or alleged noncompliance.

**Definitions:**

**Academic Integrity:** a commitment by the University Community to uphold just and ethical behaviors, which includes truthfulness, fairness, and respect (ICAI, 2021).

**Scholarly Integrity:** a commitment by the University community to both "... research integrity and the ethical understanding and skill required of researchers/scholars in domestic, international, and multicultural contexts. It is also intended to address ethical aspects of scholarship that influence the next generation of researchers as teachers, mentors, supervisors, and successful stewards of grant funds." (p. xix, Council of Graduate Schools, 2012).

**Professional Integrity:** Standards of behavior defined by the various professions in which students are prepared through their degree or certificate programs.

**Academic, Scholarly, Professional Misconduct:** Academic, Scholarly, and Professional Misconduct is defined as unethical academic and scholarly behavior during a course (e.g., on an assignment or exam), as part of other degree requirements (e.g., requirements regarding placement, capstone or comprehensive exams, or placement exams), or at other times during undergraduate, graduate, or professional study and performance, including during engagement in fieldwork, clinical placements, or research. These behaviors include:

1. *Cheating: Unauthorized acts, actions, or behaviors in academic or scholarly areas.*

Examples of cheating include, but are not limited to:

- a. providing or receiving help on an assignment or exam intended to reflect the individual student's work product when not authorized to do so by the instructor.
- b. buying, selling, circulating, or using a copy of instructional materials, assignment or test, including uploading such information to online services, or using materials prepared by services that sell or provide papers or other course materials.
- c. asking someone to complete an assignment, exam, or other requirement on your ones behalf or completing an assignment, exam, or requirement for another student.
- d. Failure to disclose unauthorized assistance on work submitted for evaluation, i.e., assistance obtained outside channels approved by instructors, that is used to complete a course, program, or degree requirement. This includes assistance from other students, teaching assistants, Quantitative Learning Center, Writing Center, or mediated support from the Center for Students with Disabilities.

2. *Plagiarizing: Using one's own previously published, presented, or disseminated material, or another person's language/text, data, ideas, expressions, digital/graphic element, passages of music, mathematical proofs, scientific data, code, or other original material without authorization of the originating source or proper acknowledgement, attribution, or citation of the originating source.*

Examples of plagiarism include but are not limited to:

- a. submitting as one's own any work (in whole or part) completed by another individual, including any work that has been purchased from an individual, commercial research firm, or obtained from the internet.
- b. submitting for evaluation or credit any work that was previously used or submitted for credit in another course or as part of a degree requirement (e.g., a thesis or dissertation) without authorization to do so from the instructor. (This includes self-plagiarism in the form of re-using, in part or whole, the content of a paper from another class or context.).
- c. submitting any work prepared for or used in a previous publication, academic competition, clinic, or other activity (e.g., grant or application submission) without prior approval and full disclosure or when permitted by established editorial or other policy. (This includes self-plagiarism in the form of using, in part or whole, the content of a paper that was previously published without attribution).
- d. unauthorized use of previously completed work or research for a thesis, dissertation, or publication.

3. *Misrepresenting: Deliberately knowing and providing false or misleading information, including information about oneself or others.*

Examples of misrepresenting include but are not limited to:

- a. engaging in "any omission or misrepresentation of the information necessary and sufficient to evaluate the validity and significance of research, at the level appropriate to the context in which the research is communicated" (D. Fanelli, *Nature* 494:149; 2013).
- b. making unauthorized alterations to any document or digital file pertaining to academic or scholarly activity, including assignments, exams, and research data.
- c. making up information for the purpose of deception (e.g., fabrication of data in research).
- d. making false, inaccurate, or misleading claims or statements, including claims/statements made when asking for assistance (e.g., requesting an extension on an assignment), applying for admission to an undergraduate or graduate program, applying for a scholarship or an academic, scholarly, or research award, or submitting manuscripts for publications.
- e. allowing someone to use one's identity or using someone else's identity for academic or scholarly advantage (e.g., signing in electronically for an absent student).
- f. accepting credit for work for which the individual did not contribute (e.g., misrepresenting an individual's role in a group assignments).

4. *Noncompliance: Failure to conform with codified and publicly available academic, scholarly, or professional standards, processes, or protocols.*

Examples of noncompliance include but are not limited to:

- a. not attending to the professional standards governing the professional conduct of students in particular fields (e.g., pharmacy, nursing, education, counseling, and therapy).
- b. violating protocols governing the use of human or animal subjects.
- c. breaching confidentiality in academic and scholarly activity (e.g., disclosing the identity of study participants).
- d. disregarding the applicable university, local, state, or federal regulations that guide academic or scholarly activities.

**Instructor:** any faculty, teaching assistant, or any other person (e.g., lab supervisor, clinical supervisor, professional staff) authorized by the University to provide educational services (e.g., teaching, research, advising)

**Policy Statement:**

All members of the university community, including administrators, faculty, staff, and students, have a shared responsibility to uphold the highest ethical standards of academic, scholarly, and professional integrity and to report any violations of those standards of which they are aware.

**Instructor Expectations:** To foster a culture of academic integrity, instructors are responsible for communicating the expectations for academic and scholarly integrity to students and for engaging in practices that mitigate violations of this policy. Specifically, instructors are expected to:

1. include a link to the Academic, Scholarly, and Professional Integrity and Misconduct policy as part of course syllabi or documentation for any other academic/scholarly activity and include any additional unit-specific expectations.
2. review academic and scholarly integrity policy and any other disciplinary- or activity-specific expectations.
3. provide clear guidance for all assignments, activities, and assessments, including noting what resources can be used and whether collaboration is permitted.
4. ensure individuals engaged in research, creative, or professional activities understand the standards, protocols, and guidelines to which they must adhere.
5. adhere to the University processes for reporting misconduct, engaging in the review process, and assigning consequences to address violations, which should include opportunities for education and remediation.

**Student Expectations:** To uphold the principle of academic and scholarly integrity in all aspects of their intellectual development and engagement at the University, students are expected to:

1. be responsible for their own work and their own actions related to all academic and scholarly endeavors.
2. assume they are to do independent work and seek clarification prior to collaborating with others or using outside resources.
3. understand and abide by the standards, protocols, and guidelines to which they must adhere in research, creative, or professional activities .

If students witness or become aware of a violation of academic or scholarly integrity, they are encouraged to communicate this to the appropriate university representative (e.g., faculty, staff, advisor).

A cumulative record is maintained of all academic or scholarly integrity violations and such record will be reviewed and considered as part of subsequent incidences. Individuals engaged in research are expected to follow all standards, rules and regulations that guide the proper conduct of research or creative activity.

**Enforcement:**

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

**Procedures:**

*UConn will continue to use the existing procedures administered by Community Standards for undergraduate education and The Graduate School for graduate education until such time that the university transitions to the new Procedures for Addressing Alleged Violations of the Policy on Academic, Scholarly, and Professional Integrity, which was approved by Graduate Faculty Council and the University Senate. The following procedures are for undergraduate students.*

**A. Instructor's Role**

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

**B. The Academic, Scholarly, and Professional Integrity Hearing Board**

1. The Academic, Scholarly, and Professional Integrity Hearing Board, which is administered by Community Standards, is comprised of two faculty members, two students, and a nonvoting chairperson, all of whom are appointed by the Director of Community Standards or designee. Hearing procedures will be in accordance with the hearing procedures described below. Community Standards will ensure that appropriate dean(s) and faculty are kept informed of the status of misconduct cases in a timely fashion.
2. The respondent or the accusing instructor may refer a case of alleged academic, scholarly, and professional misconduct to Community Standards for it to be adjudicated by the Board. Community Standards will review all academic misconduct cases as they are received to determine if a case needs to be heard by the Board to determine if additional sanctions need to be considered. After receiving written notification of the academic, scholarly, and professional misconduct from the instructor, Community Standards may meet with students to discuss additional sanctions outlined in *The Student Code* to determine if an agreement about additional sanctions can be reached. If an agreement cannot be reached between a student and Community Standards, the case will be heard by the Board.

### **C. Hearing on Academic, Scholarly, and Professional Misconduct**

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

The party proposing a witness is responsible for any communication with the witness regarding attendance at the hearing. The Board may request the attendance of witnesses not proposed by the parties. The Board cannot compel the attendance of witnesses at the hearing.
  - h. The respondent, complainant, and any witnesses will provide information to and answer questions from the Board. Questions may be suggested by the respondent or complainant to be answered by each other or by other witnesses. This will be conducted by the Board with such questions directed to the Board, rather than to the individuals directly. This

method is used to preserve the educational tone of the hearing and to avoid creation of an adversarial environment. Questions of whether potential information will be received shall be resolved at the discretion of the chair.

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

#### **D. Hearing Appeal**

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

08/20/24

OFFICE OF UNIVERSITY COMPLIANCE  
University Policies

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

Title:	Protection of Minors and Reporting of Child Abuse and Neglect, Policy on
Policy Owner:	Department of Human Resources
Applies to:	All personnel associated with the University including faculty, staff, volunteers, graduate and undergraduate students, interns, residents and fellows.
Campus Applicability:	All UConn Campuses
Approval Date:	April 2, 2025
Effective Date:	April 2, 2025
For More Information, Contact	Compliance and Youth Protection Coordinator/Office of University Compliance

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**Contact Information:** [minorprotection@uconn.edu](mailto:minorprotection@uconn.edu) or (860) 486-4510

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**Official Website:** <https://compliance.uconn.edu/minor-protection/>

## Reason for Policy

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

## Applies to

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

This policy does not apply to: (1) events open to the public where parents/guardians or adult chaperones are expected to accompany and supervise their children; (2) undergraduate and graduate programs in which minors are enrolled for academic credit or have been accepted for enrollment for academic credit; (3) students who are dually enrolled in University credit-bearing courses while also enrolled in elementary, middle, and/or high school, UNLESS such enrollment includes overnight housing in University facilities; (4) minors employed by the University; (5) field trips or visits to the University that are solely supervised by a minor's school or organization; (6) patient-care related activities relating to minors; (7) non-University programs undertaking activities in or on University land



or facilities under the sole supervision of said program; (8) University programs that take place outside of the University under the supervision of a separate organization; (9) licensed child care facilities; (10) Institutional Review Board (IRB) approved research; and (11) other activities granted advance and written exemption from part or all of this policy.

## Definitions [1]

**A. Authorized Adult:** A University employee, student, or volunteer (paid or unpaid) who has (1) successfully passed a Background Screening within the last four years, (2) completed the University minor's protection training within the last year, and (3) has been registered with the University's Minor Protection Coordinator.

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

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

- i. Social Security Number verification/past address trace;
- ii. federal criminal history record search for felony and misdemeanor convictions covering, at minimum, the last seven years in all states lived in;
- iii. a statewide or county level criminal history record search for felony and misdemeanor convictions covering, at minimum, the last seven years in all states lived in; an;

- iv. sex offender registry searches at the county level in every jurisdiction where the candidate currently resides or has resided.

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

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

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

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

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

## **Reporting Child Abuse/Neglect**

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

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

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

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

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

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

## **Requirements for University Sponsored Activities Involving Minors**

To better protect Minors participating in activities sponsored by the University, all University Sponsored Activities Involving Minors must meet the following requirements, in addition to any applicable federal, state, or local law, and all University policies. **Please Note:** A more comprehensive description of the following requirements are detailed in the accompanying procedures.

- A. University Sponsored Activities Involving Minors must register with the University's Minor Protection Coordinator with sufficient advance notice to confirm the requirements of this policy have been met.
- B. No individual, paid or unpaid, shall be allowed to supervise, chaperone, or otherwise oversee any Minor who participates in University Sponsored Activities Involving Minors unless he or she is an Authorized Adult.

C. All University Sponsored Activities Involving Minors must implement standards to safeguard the welfare of participating Minors. At minimum, all University Sponsored Activities Involving Minors must implement and comply with University standards of conduct included in the accompanying procedures.

D. All University Sponsored Activities Involving Minors are subject to periodic audits to verify compliance with this policy and the accompanying procedures.

E. Any exceptions to these requirements must be requested with sufficient notice and approved in writing by the Minor Protection Coordinator, in consultation with Minor Protection Oversight Committee prior to the start of program operations.

## **Enforcement**

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

## **Policy History**

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

Revisions:

August 9, 2018

April 2, 2025 [Approved by Senior Policy Council]

## **Procedures**

Procedures for the Protection of Minors and Reporting of Child Abuse and Neglect

## Footnotes

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

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[By-Laws, Rules and Regulations of the University Senate](#)

[Policy Against Discrimination, Harassment and Related Interpersonal Violence](#)

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## Related Links

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# Reportline

[FERPA](#)

[Privacy](#)

The University welcomes and encourages good-faith reporting of compliance concerns and/or seeking advice regarding compliance issues. Visit

<https://compliance.uconn.edu/reporting-concerns/reporting-overview/> for more information.

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## **VI. Attachment**

### **Written Notification of a Victim's Rights and Options**

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

## Immediate steps

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

## Within 24 hours

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

## At any time

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

# UConn's Commitment to a Safe and Supportive Community

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

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

## Supportive Measures

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

## Employee Reporting

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

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



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

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

5/2022



# Sexual Assault Intimate Partner Violence Stalking

## Reporting and Resources



## What is Sexual Assault\*?

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

## What is Consent\*?

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

## What is Intimate Partner Violence (IPV)\*?

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

## What is Stalking\*?

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



## Reporting and Investigations

Impacted individuals are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **You have the option to report and have the right to choose whether to participate in any investigation process.**

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

### UConn Police Department

**24 hours a day, 7 days a week**

860.486.4800 | [publicsafety.uconn.edu](https://publicsafety.uconn.edu)

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

### Office of Community Standards

**8 a.m. – 5 p.m., Monday – Friday**

Wilbur Cross Building, Room 301  
860.486.8402 | [community.uconn.edu](https://community.uconn.edu)

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

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

**8 a.m. – 5 p.m., Monday – Friday**

Wood Hall, First Floor  
860.486.2943 | [titleix.uconn.edu](mailto:titleix.uconn.edu)  
[equity@uconn.edu](mailto:equity@uconn.edu)

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

## Medical and Mental Health Care (On Campus)

**Confidential - NOT required to report to OIE**

### Student Health and Wellness (SHaW)

[studenthealth.uconn.edu](https://studenthealth.uconn.edu)

#### Medical Care

Hilda May Williams Building  
860.486.2719 (Appointment Desk)

**Advice Nurse On Call: 860.486.4700**

**Fall and Spring semesters: Available 24/7**

**Summer and semester breaks:**

**8 a.m. – 4 p.m., Monday – Friday**

- Crisis and follow-up care for victim-survivors
- Free medical examinations, medications, STD testing, and referrals to counseling
- Site for sexual assault forensic examinations (Fall and Spring semesters)

#### Mental Health

Arjona Building  
860.486.4705 (Appointment Desk)

**Mental Health Crisis Support Line**

**Available 24/7/365: 833.308.3040**

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

**For current SHaW office hours visit:**  
[studenthealth.uconn.edu/hours-offices/](https://studenthealth.uconn.edu/hours-offices/)

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

**Exempt employees are not required to report information to the University with some narrow exceptions (unless someone is in imminent risk of serious harm or a minor). Exempt employees will offer students and employees information about resources, support and how to report incidents to law enforcement and the University.**

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

## Off-Campus Advocacy

**Confidential - NOT required to report to OIE**

### Connecticut Alliance to End Sexual Violence

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

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

- Provides no cost crisis and short-term counseling
- Hospital, police, and court accompaniment
- Information and referral services, including legal assistance
- Support for victim-survivors of sexual violence

#### Storrs-Mansfield and Avery Point Areas

**Local Hotline: 860.456.2789**

Sexual Assault Crisis Center of Eastern Connecticut

#### Waterbury Area - Local Hotline: 203.753.3613

Safe Haven of Greater Waterbury

#### Torrington Area - Local Hotline: 860.482.7133

Susan B. Anthony Project

#### Hartford Area - Local Hotline: 860.547.1022

YWCA Sexual Assault Crisis Service

#### Stamford Area - Local Hotline: 203.329.2929

The Rowan Center

### Connecticut Coalition Against Domestic Violence

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

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

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

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

## University Support and Assistance (On Campus)

Each of the offices below can:

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

**Required to report to OIE**

### Dean of Students Office

**8 a.m. – 5 p.m., Monday – Friday**

Wilbur Cross Building, Second Floor  
860.486.3426 | [dos.uconn.edu](https://dos.uconn.edu) | [dos@uconn.edu](mailto:dos@uconn.edu)

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

### Department of Residential Life

**Residential Life staff are on call 24/7**

Whitney Hall, Garden Level  
860.933.2220 | [reslife.uconn.edu](https://reslife.uconn.edu)

- Provides information about on-campus housing

**Exempt - NOT required to report to OIE**

### Cultural Centers (CC)

Student Union, Fourth Floor

- Provides culturally responsive and gender inclusive advocacy, support, and referral services

**African American CC** | [aacc.uconn.edu](mailto:aacc.uconn.edu)

**Asian American CC** | [asacc.uconn.edu](mailto:asacc.uconn.edu)

**Puerto Rican Latin American CC** | [latinx.uconn.edu](mailto:latinx.uconn.edu)

**Rainbow Center** | [rainbowcenter.uconn.edu](https://rainbowcenter.uconn.edu)

**Women's Center** | [womenscenter.uconn.edu](https://womenscenter.uconn.edu)

- Provides advocacy, support and assistance for victim-survivors regardless of their gender identity

### In-Power Support Group

**Contact [inpower@uconn.edu](mailto:inpower@uconn.edu) for meeting times**

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

### Office for Diversity and Inclusion

Budds Building, Room 311 | 860.486.2422  
[diversity.uconn.edu](https://diversity.uconn.edu) | [diversity@uconn.edu](mailto:diversity@uconn.edu)

**For current office hours please refer to each office's website**

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

## Immediate steps

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

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## Employee Reporting

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

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



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

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

5/2022



# Sexual Assault Intimate Partner Violence Stalking

## Regional Campus Reporting and Resources



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



## Reporting and Investigations

Impacted individuals are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **You have the option to report and have the right to chose whether to participate in any investigation process.**

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

- 860.486.4800 | publicsafety.uconn.edu
- Responsible for all criminal investigations for on-campus crimes
  - An officer from the Special Victims Unit is assigned as the primary contact throughout the investigation
  - For off-campus crimes, state or local police are responsible for investigations

**Storrs**, 860.486.4800  
126 North Eagleville Road, Storrs

**Avery Point**, 860.486.4800  
Stone Cottage on the West Circle

**Hartford**, 860.486.4800  
Hartford Times Building, Basement Floor

**School of Law**, 860.486.4800  
Library Building, Room 346

**Stamford**, 860.486.4800  
Stamford Campus, Room 142

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

**Connecticut State Police**, 860.685.8190

**Office of Community Standards**  
**8 a.m. – 5 p.m., Monday – Friday**  
Wilbur Cross Building, Room 301  
233 Glenbrook Road, Storrs  
860.486.8402 | community.uconn.edu

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

**Office of Institutional Equity (OIE) and the Title IX Coordinator**  
**8 a.m. – 5 p.m., Monday – Friday**  
Wood Hall, First Floor  
241 Glenbrook Road, Storrs  
860.486.2943 | titleix.uconn.edu

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

## Mental Health Care (On Campus)

**Confidential - NOT required to report to OIE**

**Avery Point Mental Health Resource Center**  
**Walk-in hours and by appointment**  
Branford House, Room 315  
860.405.9044

**Hartford Mental Health Resource Center**  
**9:00 a.m. - 4:30 p.m., Monday-Friday**  
Hartford Times Building, Room 113  
959.200.3869

**School of Law Counseling Services**  
**By appointment, Monday-Thursday**  
William F. Starr Hall, Room 109, Hartford  
860.916.5243

**Stamford Mental Health Resource Center**  
**8:30 a.m. - 4:30 p.m., Monday-Friday**  
University Place, Stamford  
203.251.9597

**Waterbury Mental Health Resource Center**  
**Walk-in hours and by appointment**  
99 East Main Street, Room 236, Waterbury  
203.236.9817

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

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

## Off-Campus Advocacy

**Confidential - NOT required to report to OIE**  
**All services are free and confidential.**

**Connecticut Alliance to End Sexual Violence**  
**Statewide Hotline: 1.888.999.5545 (24/7)**  
**Spanish Hotline: 1.888.568.8332 (24/7)**

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

**Avery Point and Storrs-Mansfield Areas**  
**Local Hotline: 860.456.2789**  
Sexual Assault Crisis Center of Eastern Connecticut

**Hartford Area**  
**Local Hotline: 860.547.1022**  
YWCA Sexual Assault Crisis Services

**Stamford Area**  
**Local Hotline: 203.329.2929**  
Center for Sexual Assault Crisis Counseling & Education

**Waterbury Area**  
**Local Hotline: 203.753.3613**  
Safe Haven of Greater Waterbury

**Connecticut Coalition Against Domestic Violence**  
**Statewide Hotline: 1.888.774.2900 (24/7)**  
**Spanish Hotline: 1.844.831.9200 (24/7)**

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

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

## University Support and Assistance (On Campus)

**Required to report to OIE**

### Office of Student Services

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

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

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

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

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

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

**Waterbury**  
Director of Student Services  
Waterbury Campus, Room 228H  
99 East Main Street, Waterbury  
203.236.9871

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

## Immediate Steps

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

## Within 24 Hours

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

## At Any Time

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

# UConn's Commitment to a Safe and Supportive Community

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

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

## Supportive Measures

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

## Employee Reporting

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

UConn  
HEALTH

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

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

9/2020

UConn  
HEALTH

# Sexual Assault Intimate Partner Violence Stalking

## Reporting and Resources



## What is Sexual Assault\*?

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

## What is Consent\*?

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

## What is Intimate Partner Violence (IPV)\*?

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

## What is Stalking\*?

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

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



## Reporting and Investigations

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

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

### UConn Police Department

**Available 24 hours a day, 7 days a week**

publicsafety.uconn.edu  
860.486.4800 | Emergency Dial 911

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

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

**8 a.m. – 5 p.m., Monday – Friday**

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

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

### The Office of Community Standards

**8 a.m. – 5 p.m., Monday – Friday**

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

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

## Confidential Resources (On-Campus)

**NOT required to report to OIE**

### Student Resources

#### Student Behavioral Health Service

195 Farmington Avenue, Suite 2000, Office 2001  
860.679.5434  
health.uconn.edu/student-affairs

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

#### Appointment Hours:

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

### Resident & Employee Resources

#### Employee Assistance Program

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

#### Behavioral Health Providers

health.uconn.edu/graduate-medical-education

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

#### Occupational Medicine

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

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

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

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

## Confidential Resources (Off-Campus)

**NOT required to report to OIE**

**All services are free and confidential**

### Connecticut Alliance to End Sexual Violence

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

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

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

**Hartford Area - Local Hotline: 860.547.1022**

YWCA Sexual Assault Crisis Services

**New Britain Area - Local Hotline: 860.223.1787**

YWCA Sexual Assault Crisis Services

**Middletown Area - Office: 860.344.1474**

Women and Families Center

**Storrs-Mansfield Area - Local Hotline: 860.456.2789**

Sexual Assault Crisis Center of Eastern Connecticut

### Connecticut Coalition Against Domestic Violence

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

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

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

**Hartford Area - Local Hotline: 860.527.0550**

nterval House

**New Britain Area - Local Hotline: 860.225.6357**

Prudence Crandall Center

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

## Non-Confidential Resources (On-Campus)

**Required to report to OIE**

### Student Resources

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

#### Medical Student Affairs

medicine.uconn.edu  
860.679.7599

#### Dental Student Affairs

dentalmedicine.uconn.edu  
860.679.2304

#### The Graduate School

health.uconn.edu/graduate-school  
860.679.3849

### Resident Resources\*

#### Graduate Medical Education Office

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

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

**Reporting Hotline: 860.679.4353**

**Online Reporting Form:**  
health.uconn.edu/graduate-medical-education

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

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

## Exempt Resources (On-Campus)

**NOT required to report to OIE**

### Student, Resident & Employee Resources

#### UConn Health Ombuds Office

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

## यदि आपने इनमें से किसी का सामना किया हो

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

#### तात्कालिक कदम

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

#### 24 घंटे में

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

#### किसी भी समय

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

## सुरक्षित और सहयोगी समुदाय के लिए UConn की प्रतिबद्धता

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

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

#### सहयोगी उपाय

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

#### कर्मचारी रिपोर्टिंग

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

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

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

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

**UConn**  
UNIVERSITY OF CONNECTICUT

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

8/2020

**UConn**  
UNIVERSITY OF CONNECTICUT

## यौन हमला अंतरंग साथी की हिंसा छिपकर पीछा करना

## स्थानीय परिसर रिपोर्टिंग और संसाधन



titleix.uconn.edu

## यौन हमला\* क्या है?

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

## सहमति \*क्या है?

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

## अंतरंग साथी की हिंसा (IPV)\* क्या है?

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

## छिपकर पीछा करना (स्टॉकिंग)\* क्या है?

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

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



# रिपोर्टिंग और जांचें

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

UConn पुलिस विभाग  
सप्ताह के सातों दिन/दिन के 24 घंटे  
860.486.4800 | publicsafety.uconn.edu

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

स्टॉर्स, 860.486.4800  
126 North Eagleville Road, Storrs  
Avery Point, 860.486.4800 Stone Cottage on the West Circle

Hartford, 860.486.4800  
Hartford Times Building, Basement Floor

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

Stamford, 860.486.4800 Stamford Campus, Room 142

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

कनेक्टिकट राज्य पुलिस, 860.685.8190

सामुदायिक मानक कार्यालय (Office of Community Standards)

सुबह 8 - शाम 5 बजे तक, सोमवर – शुक्रवार

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

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

संस्थानिक समता कार्यालय (Office of Institutional Equity) (OIE) और पद IX समन्वयक  
सुबह 8 - शाम 5 बजे तक, सोमवार – शुक्रवार  
Wood Hall, First Floor  
241 Glenbrook Road, Storrs  
860.486.2943 | titleix.uconn.edu

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

## गोपनीय संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करने की आवश्यकता नहीं  
एवरी पॉइंट मानसिक संसाधन केंद्र (Avery Point Mental Health Resource Center)

अनियत मुलाकात के घंटे और अपॉइंटमेंट के ज़रिए  
Branford House, Room 315  
860.405.9044

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

विधि विद्यालय परामर्श सेवा (School of Law Counseling Services) अपॉइंटमेंट के ज़रिए, सोमवार-गुरुवार  
William F. Starr Hall, Room 109, Hartford  
860.916.5243

स्टैमफर्ड मानसिक स्वास्थ्य संसाधन केंद्र (Stamford Mental Health Resource Center) सुबह 8:30 - शाम 4:30 बजे तक, सोमवार-शुक्रवार  
University Place, Stamford  
203.251.9597

वाटरबरी मेंटल हेल्थ रिसोर्स सेंटर अनियत मुलाकात के घंटे और अपॉइंटमेंट के ज़रिए  
99 East Main Street, Room 236, Waterbury  
203.236.9817

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

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

## गोपनीय संसाधन (परिसर के बाहर)

रिपोर्ट करने की आवश्यकता नहीं  
सभी सेवाएं मुफ्त और गोपनीय हैं।

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

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

Avery Point and Storrs-Mansfield Areas स्थानीय हॉटलाइन: 860.456.2789  
ईस्टर्न कनेक्टिकट यौन हमला संकट केंद्र (Sexual Assault Crisis Center of Eastern Connecticut)

Hartford Area  
स्थानीय हॉटलाइन: 860.547.1022  
YWCA यौन हमला संकट सेवाएं (YWCA Sexual Assault Crisis Services)

Stamford Area  
स्थानीय हॉटलाइन: 203.329.2929  
यौन आक्रमण संकट परामर्श एवं शिक्षा केंद्र (Center for Sexual Assault Crisis Counseling & Education)

Waterbury Area  
स्थानीय हॉटलाइन: 203.753.3613  
ग्रेटर वाटरबरी का सुरक्षित आश्रय (Safe Haven of Greater Waterbury)

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

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

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

## गैर-गोपनीय संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करना आवश्यक

छात्र सेवा कार्यालय

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

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

Avery Point  
छात्र सेवा निदेशक Branford House, Room 306  
1084 Shennecossett Road, Groton  
860.405.9024

Hartford  
छात्र सेवा एसोसिएट निदेशक Hartford Times Building, Room 127B 10 Prospect Street, Hartford 959.200.3836

विधि विद्यालय (School of Law)  
छात्रों के सहायक डीन थॉमस जे. मेस्किल विधि पुस्तकालय (Thomas J. Meskill Law Library), Room 221A 39 Elizabeth Street, Hartford 860.570.5244

Stamford  
छात्र सेवाएं निदेशक  
Stamford Campus, Room 201 1 University Place, Stamford  
203.251.8484

Waterbury  
छात्र सेवा एसोसिएट निदेशक Waterbury Campus, Room 228F  
99 East Main Street, Waterbury  
203.236.9871

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

## Pasos Inmediatos

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

## En Cualquier Momento

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

# El Compromiso de UConn con una Comunidad Segura y Solidaria

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

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

## Medidas de Apoyo

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

## Empleados Informantes

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



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

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

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

8/2020



# Agresión Sexual Acecho por Violencia de Pareja Íntima Denuncias y Recursos



## ¿Qué es Agresión Sexual?\*

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

## ¿Qué es el Consentimiento?\*

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

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

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

## ¿Qué es el Acecho?\*

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



## Informes e Investigaciones

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

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

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

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

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

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

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

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

## Recursos Confidenciales (En el Campus)

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

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

Edificio Hilda May Williams  
860.486.2719 (Mesa de Citas)

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

(Semestres de otoño y primavera)  
**\* Durante los semestres de otoño y primavera**  
**Salud Mental**

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

Edificio Arjona - 860.486.4705

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

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

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

Los **Empleados Confidenciales** tienen derecho bajo la ley estatal a tener comunicaciones privilegiadas.

Los **Empleados Exentos** no están obligados a dar información a la Universidad, con algunas excepciones.

Puede hallar más información sobre las responsabilidades de informar de los empleados en la *Política contra la Discriminación, el Acoso y lo Relacionado con la Violencia Interpersonal*.

## Recursos Confidenciales (Fuera del Campus)

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

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

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

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

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

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

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

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

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

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

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

## Recursos No Confidenciales (En el Campus)

**Se requiere informar a la OIE**

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

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

Edificio Wilbur Cross Segundo Piso

860.486.3426 dos.uconn.edu dos@uconn.edu

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

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

Whitney Hall, Nivel del Jardín  
860.933.2220 – reslife.uconn.edu  
\*Proporciona información sobre residencia en el campus.

## Recursos Exentos (En el Campus)

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

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

**Centro de las Mujeres**  
**860.486.4738**

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

**Grupo de Apoyo In-Power**  
**Contacte: In-power@uconn.edu**

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

## 如果你曾遭遇了

## 性侵犯、亲密伴侣暴力或跟踪骚扰

### 立即采取的步骤

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

### 24小时内

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

### 任何时候

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

## 康涅狄格大学致力于创造和维护安全互助的社区

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

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

### 支持措施

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

### 员工举报

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

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



**机构公平办公室和第九条协调员**

伍德大厅一楼

地址：241 GLENBROOK ROAD, UNIT 4175

STORRS, CT 06269

电话：860-486-2943

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

2020年8月

**UCONN**  
UNIVERSITY OF CONNECTICUT

## 性侵犯 亲密伙伴暴力跟踪骚扰

## 区域性校园 举报与帮助资源



## 什么是性侵犯\*?

性侵犯包括未经同意而发生的性接触和/或性交。任何性别的人都可能遭受性侵犯。

## 什么是同意\*?

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

## 什么是亲密伴侣暴力（简称“IPV”）\*?

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

## 什么是跟踪骚扰\*?

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

titleix.uconn.edu

\*请注意，这些定义包含在康涅狄格大学的政策中，并且与执法程序中使用的标准不同。



## 报告与调查

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

### 康涅狄格大学警察部门

每周7天，每天24小时

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

负责对校园内犯罪的所有刑事调查

•在整个调查过程中，特别受害者小组的一名官员被指定了作为主要联系人

•对于校外犯罪，州或地方警察负责调查

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

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

法学院,860-486-4800  
图书馆大楼346室

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

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

康涅狄格州警察，电话：860-685-8190

### 社区标准办公室

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

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

- 调查时被告是或可能是康涅狄格大学的学生
- 发布大学禁止接触函

### 机构公平办公室（OIE）兼第九条协调员

**周一至周五，上午8:00至下午5:00**

地址：Wood Hall, First Floor  
241 Glenbrook Road, Storrs  
电话：860-486-2943 | 网址：titleix.uconn.edu  
电子邮箱：equity@uconn.edu

•调查时被告是或可能是康涅狄格大学雇员

•康涅狄格大学第九条协调员的职责是确保所有举报得到处理。

## 机密资源（校园内）

无需向OIE报告

Avery Point精神卫生资源中心

工作时间预约

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

Hartford精神卫生资源中心

**周一至周五上午9:00至下午4:30**

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

法学院咨询服务

周一至周四预约

地址：William F. Starr Hall, Room 109, Hartford  
电话：860-916-5243

Stamford精神卫生资源中心

**周一至周五上午8:30至下午4:30**

电话：203-251-9597

Waterbury精神卫生资源中心

工作时间预约

地址：99 East Main Street, Room 236, Waterbury  
电话：203-236-9817

机密雇员根据州法律有权享有特权通讯。

有关员工举报责任的更多信息，请参见《禁止歧视、骚扰及相关人际暴力政策》。

## 机密资源（校园外）

无需向OIE报告

所有服务均免费且保密。

康涅狄格终结性暴力结盟

**全州热线:1-888-999-5545（全天候）**

**西班牙语热线：1-888-568-8332（全天候）**

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

Avery Point与Storrs-Mansfield地区

**本地热线：860-456-2789**

东康涅狄格州性侵犯危机中心

Hartford地区

**本地热线：860-547-1022**

YWCA性侵犯危机服务

Stamford地区

**本地热线：203-329-2929**

性侵犯危机咨询和教育中心

Waterbury地区

**本地热线：203-753-3613**

大沃特伯里避风港

康涅狄格州反对家庭暴力联盟

**全州热线：1-888-774-2900（全天候）**

**西班牙语热线：1-844-831-9200（全天候）**

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

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

## 非机密资源（校园内）

要求向OIE报告

### 学生服务办公室

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

康涅狄格大学可为你提供的这些帮助，不需要你正式举报或起诉。

Avery Point

学生服务办主任

地址：Branford House, Room 306

1084 Shennecossett Road, Groton

电话：860-405-9024

哈特福德市（Hartford）

学生服务办副主任

地址：Hartford Times Building, Room 127B

10 Prospect Street, Hartford

电话：959-200-3836

法学院

学生助理院长

地址：Thomas J. Meskill Law Library, Room 221A

39 Elizabeth Street, Hartford

电话：860-570-5244

斯坦福市（Stamford）

学生服务办主任

地址：Stamford Campus, Room 201 1

University Place, Stamford

电话：203-251-8484

沃特伯里（Waterbury）

学生服务办副主任

地址：Waterbury Campus, Room 228F

99 East Main Street, Waterbury

电话：203-236-9871

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

## Pasos Inmediatos

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

## En Cualquier Momento

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

# El Compromiso de UConn con una Comunidad Segura y Solidaria

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

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

## Medidas de Apoyo

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

## Empleados Informando

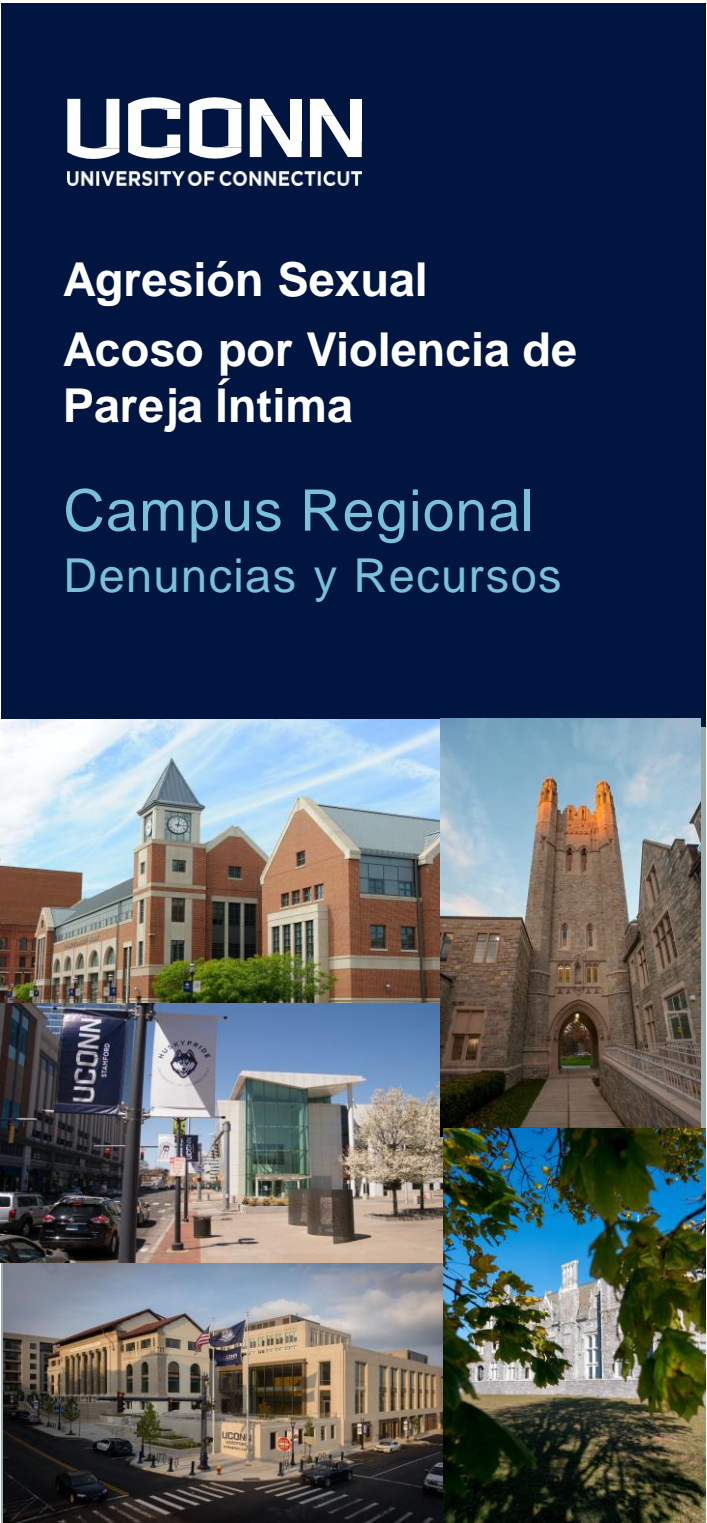
Según la Política, los empleados que sean testigos o reciban un informe de agresión sexual, violencia de pareja íntima o acecho deben informar el incidente a la Oficina de Equidad Institucional (OIE). Las excepciones incluyen empleados confidenciales y exentos, según se define en la Política, como aquellos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

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

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

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

8/2020



## ¿Qué es Agresión Sexual?\*

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

## ¿Qué es el Consentimiento?\*

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

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

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

## ¿Qué es el Acecho?\*

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

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



## Informes e Investigaciones

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

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

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

**Storrs**, 860.486.4800  
126 North Eagleville Road, Storrs

**Avery Point**, 860.486.4800  
Stone Cottage en West Circle

**Hartford**, 860.486.4800  
Edificio de Hartford Times, Sótano

**Escuela de Leyes**, 860.486.4800  
Edificio de la Biblioteca, Oficina 346

**Stamford**, 860.486.4800  
Stamford Campus, Oficina 142

**Waterbury**, 860.486.4800  
Edificio del UConn Campus, Planta Baja  
East Main Street, Waterbury

**Policía Estatal de Connecticut**, 860.685.8190

**Oficina de Estándares Comunitarios**

**8 a.m. – 5 p.m., Lunes – Viernes**  
Edificio Wilbur Cross, Oficina 301  
233 Glenbrook Road, Storrs  
860.486.8402 | community.uconn.edu

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

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

**8 a.m. – 5 p.m., Lunes – Viernes**

Wood Hall, Primer Piso  
241 Glenbrook Road, Storrs  
860.486.2943 | titleix.uconn.edu

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

## Recursos Confidenciales (En el Campus)

**NO se requiere informar a la OIE**

**Centro de Recursos de Salud Mental de Avery Point**

**Horarios sin cita previa y con cita**  
Casa Branford, Oficina 315  
860.405.9044

**Centro de Recursos de Salud Mental de Hartford**

**9:00 a.m. - 4:30 p.m., Lunes-Viernes**  
Edificio de Hartford Times, Oficina 113  
959.200.3869

**Servicios de Consejería de la Escuela de Leyes**

**Por cita, Lunes-Jueves**  
William F. Starr Hall, Oficina 109, Hartford  
860.916.5243

**Centro de Recursos de Salud Mental de Stamford**

**8:30 a.m. - 4:30 p.m., Lunes-Viernes**  
University Place, Stamford  
203.251.9597

**Centro de Recursos de Salud Mental de Waterbury**

**Horarios sin cita previa y con cita**  
99 East Main Street, Oficina 236, Waterbury  
203.236.9817

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

## Recursos Confidenciales (Fuera del Campus)

**NO se requiere informar a la OIE**

**Todos los servicios son gratuitos y confidenciales.**

**Alianza de Connecticut para Poner Fin a la Violencia Sexual**

**Línea Directa Estatal: 1.888.999.5545 (24/7)**  
**En Español: 1.888.568.8332 (24/7)**

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

**Áreas de Avery Point y Storrs-Mansfield**

Línea Directa Local: 860.456.2789

Centro de Crisis de Agresión Sexual del Este de CT

**Área de Hartford**

Línea Directa Local: 860.547.1022

Servicios de Crisis de Agresión Sexual de YWCA

**Área de Stamford**

Línea Directa Local: 203.329.2929

Centro de Consejería y Educación por Crisis de Asalto Sexual

**Área de Waterbury**

Línea Directa Local: 203.753.3613

Refugio Seguro del Greater

Waterbury

**Coalición de Connecticut contra la Violencia Doméstica**

**Línea Directa Estatal: 1.888.774.2900 (24/7)**

**Línea en Español: 1.844.831.9200 (24/7)**

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

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

## Recursos No Confidenciales (En el Campus)

**Se requiere informar a la OIE**

**Oficina de Servicios Estudiantiles**

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

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

**Avery Point**

Director de Servicios Estudiantiles

Branford House, Oficina 306

1084 Shennecossett Road, Groton

860.405.9024

**Hartford**

Director Asociado de Servicios Estudiantiles

Edificio de Hartford Times, Oficina 127B

10 Prospect Street, Hartford 959.200.3836

**Escuela de Leyes**

Decano Asistente de Estudiantes

Thomas J. Meskill Law Library, Oficina 221A

39 Elizabeth Street, Hartford 860.570.5244

**Stamford**

Director de Servicios Estudiantiles

Stamford Campus, Oficina 201 1

University Place, Stamford

203.251.8484

**Waterbury**

Director Asociado de Servicios Estudiantiles

Waterbury Campus, Oficina 228F

99 East Main Street, Waterbury

203.236.9871

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

### तात्कालिक कदम

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

### 24 घंटे में

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

### किसी भी समय

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

## सुरक्षित और सहयोगी समुदाय के लिए UConn की प्रतिबद्धता

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

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

### सहयोगी उपाय

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

### कर्मचारी रिपोर्टिंग

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

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

**UConn**  
UNIVERSITY OF CONNECTICUT

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

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

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

8९2020

**UConn**  
UNIVERSITY OF CONNECTICUT

## यौन हमला अतरंग साथी की हिंसा छिपकर पीछा करना

## रिपोर्टिंग और संसाधन



## यौन हमला\* क्या है?

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

## सहमति \*क्या है?

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

## अंतरंग साथी की हिंसा (IPV)\* क्या है?

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

## छिपकर पीछा करना (स्टॉकिंग)\* क्या है?

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

titleix.uconn.edu

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



## रिपोर्टिंग और जांचें

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

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

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

### UConn पुलिस विभाग

#### सप्ताह के सातों दिन/दिन के 24 घंटे

860.486.4800 | publicsafety.uconn.edu

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

**सामुदायिक मानक कार्यालय (Office of Community Standards)**

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

Wilbur Cross Building, Room 301

860.486.8402 | community.uconn.edu

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

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

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

Wood Hall, First Floor

860.486.2943 | titleix.uconn.edu

equity@uconn.edu

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

## गोपनीय संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करने की आवश्यकता नहीं

### छात्र का स्वास्थ्य और कल्याण

Studenthealth.uconn.edu

चिकित्सा देखभाल

**कॉल पर एडवाइस नर्स 24/7\* मौजूद: 860.486.4700**

**कार्यालयी घंटों के दौरान studenthealth.uconn.edu पर जाएं**  
हिल्डा मे विलियम्स बिल्डिंग 860.486.2719  
(अर्पोइंटमेंट डेस्क)

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

*\* फॉल और स्प्रिंग सेमेस्टर्स के दौरान*

मानसिक स्वास्थ्य

**थेरेपिस्ट 24/7\* कॉल पर उपलब्ध: 860.486.4705**

**कार्यालयी घंटों के दौरान studenthealth.uconn.edu पर जाएं**

Arjona Building

860.486.4705

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

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

**सुदृढ़ सहायता समूह (Stronger Support Group)**

**मुलाकात के समयों के लिए 860.486.4705 पर संपर्क करें**

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

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

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

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

## गोपनीय संसाधन (परिसर के बाहर)

OIE को रिपोर्ट करने की आवश्यकता नहीं सभी सेवाएं मुफ्त और गोपनीय हैं।

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

**राज्यवार हॉटलाइन: 1.888.999.5545 (24/7) स्पेनिश हॉटलाइन: 1.888.568.8332 (24/7)**

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

फॉल और स्प्रिंग सेमेस्टर 860.456.2789

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

Waterbury Area - स्थानीय हॉटलाइन: 203.753.3613  
ग्रेटर वाटरबरी का सुरक्षित आश्रय (Safe Haven of Greater Waterbury)

Torrington Area - स्थानीय हॉटलाइन: 860.482.7133  
सुजेन बी. एंथनी प्रोजेक्ट (Susan B. Anthony Project)

Hartford Area - स्थानीय हॉटलाइन: 860.547.1022  
YWCA यौन हमला संकट सेवाएं (YWCA Sexual Assault Crisis Services)

Stamford Area - स्थानीय हॉटलाइन: 203.329.2929  
यौन आक्रमण संकट परामर्श एवं शिक्षा केंद्र (Center for Sexual Assault Crisis Counseling & Education)

- घरेलू हिंसा के विरुद्ध कनेक्टिकट गठबंधन (Connecticut Coalition Against Domestic Violence) राज्यवार हॉटलाइन: 18.88.774.2900 (24/7) स्पेनिश हॉटलाइन: 18.88.831.9200 (24/7)**
- घरेलू या डेटिंग संबंधी हिंसा के जीवित बचे शिकारों और छिपकर पीछा किए जाने के लिए सहायता
  - 24-घंटे संकट परामर्श

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

## अगोपनीय संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करना आवश्यक

नीचे दिए कार्यालयों में से प्रत्येक:

- उपलब्ध संसाधनों और यूनिवर्सिटी की जांच प्रक्रियाओं को स्पष्ट कर सकता है तथा रिपोर्टिंग और जांच संबंधी मुलाकातों के दौरान सहयोगी उपलब्ध करा सकता है
- छात्र कार्यालय के डीन (Dean of Students Office)**  
सुबह 8 - शाम 5 बजे तक, सोमवार – शुक्रवार  
Wilbur Cross Building, Second Floor  
860.486.3426 | dos.uconn.edu | dos@uconn.edu
- शैक्षिक और अन्य चिंताओं, कक्षा कार्यक्रमों (क्लास शेड्यूल्स) में संशोधन, परीक्षाओं के कार्यक्रम का पुनर्निर्धारण और भी बहुत कुछ सहित सहयोगी उपायों के क्रियान्वयन को लेकर सहायता करता है

**आवासीय जीवन विभाग (Department of Residential Life)**

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

Whitney Hall, Garden Level 860.933.2220

| reslife.uconn.edu

- परिसर के भीतर आवास व्यवस्था की जानकारी प्रदान करते हैं

## अपवाद संसाधन (परिसर के भीतर)

OIE को रिपोर्ट करने की आवश्यकता नहीं

**सांस्कृतिक केंद्र (CC) और महिलाओं का केंद्र**

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

Student Union, Fourth Floor

African American CC | aacc.uconn.edu

Asian American CC | asacc.uconn.edu

Puerto Rican Latin American CC | latinx.uconn.edu

Rainbow Center | rainbowcenter.uconn.edu

**महिलाओं का केंद्र (Women's Center)**

860.486.4738 | womenscenter.uconn.edu

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

**इन-पावर सहायता समूह (In-Power Support Group) मुलाकात समयों के लिए In-Power@uconn.edu से संपर्क करें**

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

# 如果你曾经历了 性侵犯、亲密伴侣暴力或跟踪骚扰

## 立即采取的步骤

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

## 24小时内

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

## 任何时候

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

# 康涅狄格大学致力于创造和维护安全 互助的社区

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

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

## 支持措施

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

## 员工举报

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

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

**UCONN**  
UNIVERSITY OF CONNECTICUT

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

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

2020年8月

# 性侵犯 亲密伙伴暴力跟踪骚扰

## 举报与帮助资源



titleix.uconn.edu

# 什么是性侵犯\*?

性侵犯包括未经同意而发生的性接触和/或性交。任何性别的人都可能遭受性侵犯。

# 什么是同意\*?

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

过去对性行为的同意并不意味着将来会继续同意。

# 什么是亲密伴侣暴力（简称“IPV”）\*?

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

# 什么是跟踪骚扰\*?

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

\*请注意，这些定义包含在康涅狄格大学的政策中，并且与执法程序中使用的标准不同。



## 报告与调查

我们坚决鼓励受影响的个人向警察和校方举报来寻求帮助和调查。

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

康涅狄格大学可为你提供支持和资源，不需要你正式起诉。

### 康涅狄格大学警察部门

每周7天，每天24小时

860-486-4800 | 网址：  
publicsafety.uconn.edu  
•负责对校园内犯罪的所有刑事调查  
在整个调查过程中，指定了特别受害者小组的一名官员与受害者幸存者进行主要联系  
•对于校外犯罪，州或地方警察负责调查

社区标准办公室  
周一至周五上午8点至下午5点，  
地址：Wilbur Cross Building, Room 301  
电话：860-486-8402 | 网址：community.uconn.edu  
•调查时被告是或可能是康涅狄格大学的学生  
•发布大学禁止接触函

机构公平（OIE）办公室兼第九条协调员  
周一至周五，上午8:00至下午5:00  
地址：Wood Hall, First Floor  
电话：860-486-2942943 | 网址：titleix.uconn.edu  
电子邮箱：equity@uconn.edu  
•调查时被告是或可能是康涅狄格大学雇员  
•康涅狄格大学第九条协调员的职责是确保所有举报得到处理。

## 机密资源（校园内）

无需向OIE报告

学生卫生与健康  
Studenthealth.uconn.edu

医疗保健  
咨询护士全天候提供服务\*：860-486-4700  
办公时间来访，网址studenthealth.uconn.edu  
地址：希尔达·梅·威廉姆斯大厦(Hilda May Williams Building)  
电话：860-486-2719（预约台）

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

*\* 在秋季和春季学期*

精神健康  
治疗师全天候服务电话：860-486-4705  
办公时间来访，网址studenthealth.uconn.edu  
地址：阿约纳大厦（Arjona Building）  
电话：860-486-4705

•立即危机干预和治疗  
•治疗师可通过预约、工作时间或下班后紧急时间访问

*\* 在学期和暑假期间紧急服务  
周一至周五上午8:30至下午4:30*

坚强支持小组  
联系860-486-4705获取会面时间  
•机密支持性讨论小组使康涅狄格大学学生受害幸存者获得力量并充满信心。

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

## 机密资源（校园外）

无需向OIE报告  
所有服务均免费且保密。

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

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

斯托斯曼斯菲尔德（Storrs-Mansfield）和艾埃弗里点（Avery Point）地区860-456-2789  
东康涅狄格州性侵犯危机中心

沃特伯里地区 - 本地热线：203-753-3613  
大沃特伯里避风港

沃特伯里地区 - 本地热线：860-482-7133  
苏珊·B·安东尼计划

哈特福德地区 - 本地热线：860-547-1022  
YWCA性侵犯危机服务

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

康涅狄格州反对家庭暴力联盟  
全州热线：1-888-774-2900（全天候）  
西班牙语热线：1-844-831-9200（全天候）  
•为家庭暴力或约会暴力和跟踪骚扰的受害幸存者提供支持  
•24小时危机咨询

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

## 非机密资源（校园内）

要求向OIE报告

下列各个办公室可以：

•解释可用资源和大学调查过程，并在报告和调查会议期间提供陪伴

学生处主任  
周一至周五，上午8:00至下午5:00  
地址：Wilbur Cross Building, Second Floor  
860-486-3426 | dos.uconn.edu | dos@uconn.edu  
•协助实施支持性措施，包括学术和其他方面的问题，修改课程表，重新安排考试等

居住生活部门

居住生活员工每周7天全天候提供服务  
地址：Whitney Hall, Garden Level  
860-933-2220 | reslife.uconn.edu  
•提供有关校园住宿的信息

## 豁免资源（校园内）

无需向OIE报告

文化中心（简称“CC”）与妇女中心  
周一至周五，上午8点至下午5点 学生会四楼  
非裔美国人文化中心 | aacc.uconn.edu  
亚裔美国人文化中心 | aacc.uconn.edu  
波多黎各拉丁裔美国人文化中心 | latinx.uconn.edu  
彩虹中心 | rainbowcenter.uconn.edu

妇女中心  
860-486-4738 | womenscenter.uconn.edu  
•为所有性别身份的受害幸存者提供的辩护支持和转介服务

动力支持小组  
联系In-Power@uconn.edu获取会面时间

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

# How to Contact the Title IX Coordinator and File a Report

**Email:** *equity@uconn.edu*

**Phone:** 860-486-2943 (Main)  
860-679-3563 (UCH)

**Address:** *Wood Hall, First Floor  
241 Glenbrook Road  
Storrs, CT*

**File a Report Here**



# Title IX at UConn

The Title IX Coordinator can:

- coordinate supportive measures and other response options, including investigations.
- facilitate modifications for pregnancy and related conditions to ensure continued access.

**Meet Your Title IX Team**



# Contact OIE

[equity@uconn.edu](mailto:equity@uconn.edu)

## Storrs & Regional Campuses

Wood Hall, 1st Floor  
241 Glenbrook Road  
Storrs, CT 06269  
**860-486-2943**

## UConn Health

16 Munson Road, 3rd Floor  
Farmington, CT 06030  
**860-679-3563**

### Visit Us



### Make a Report



[equity.uconn.edu](https://equity.uconn.edu)  
[accessibility.uconn.edu](https://accessibility.uconn.edu)  
[titleix.uconn.edu](https://titleix.uconn.edu)

# UConn

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## OFFICE OF INSTITUTIONAL EQUITY

OIE administers the University's *Policy Against Discrimination, Harassment and Related Interpersonal Violence* and ensures compliance with state and federal civil rights and non-discrimination laws and regulations.

Areas of focus include:

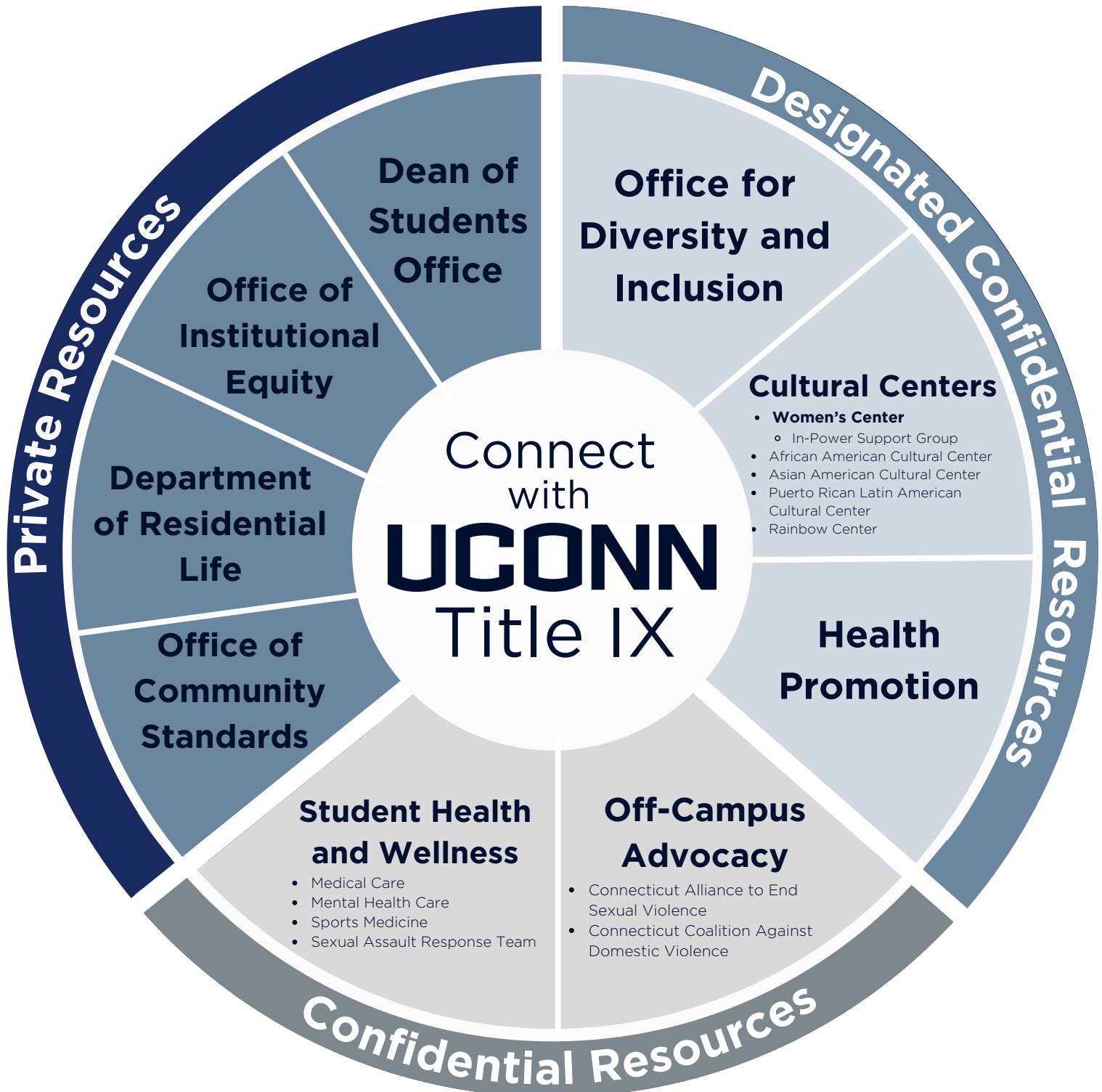
- **Accessibility**
- **Employment Equity**
- **Discrimination & Harassment**
- **Title IX**
- **Education & Training**

## **VII. Attachment**

### **Select Awareness and Response Materials**

# Student Title IX Resources

Storrs Campus





# Title IX Resource Guide for Students – Storrs Campus



### Confidential

Confidential Resources maintain that nothing will be shared without your express permission, except in rare circumstances



### Designated Confidential



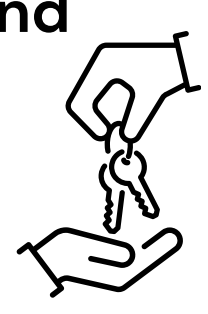




Designated Confidential Employees provide information about resources, supportive measures, and how to report should you so choose. Nothing you disclose will be shared with the University without your express permission, except in rare circumstances (i.e. minor involved or imminent safety concern)



### 24/7

Services available every day, all day



## Counseling, Support, and Advocacy

<b>Student Health &amp; Wellness – Mental Health Services</b>  	<b>Arjona Building, 4th Floor</b> <b>860.486.4705   studenthealth@uconn.edu</b>	<ul style="list-style-type: none"><li>• Immediate crisis support</li><li>• Individual and group therapy</li><li>• Appointment, walk-in, and after-hours emergency therapy available</li></ul>
<b>Dean of Students Office</b>	<b>Wilbur Cross Building, 1st Floor</b> <b>860.486.3426   dos@uconn.edu</b>	<ul style="list-style-type: none"><li>• Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more</li><li>• Explains available resources, provides safety planning, outlines University investigation processes and provides accompaniment during reporting and investigation meetings</li></ul>
<b>Cultural Centers (CC) and Office for Diversity and Inclusion (ODI)</b> 	<b>Student Union, 4th Floor</b> <b>African American CC</b> 860.486.3433   aacc@uconn.edu <b>Asian American CC</b> 860.486.0830   asacc@uconn.edu <b>Puerto Rican/Latin American CC</b> 860.486.1135   prlacc@uconn.edu <b>Rainbow Center</b> 860.486.5821   rainbowcenter@uconn.edu <b>Women's Center</b> 860.486.4738   womenscenter@uconn.edu  <b>311 Budds Building, 3rd Floor</b> <b>Office for Diversity and Inclusion</b> 860.486.2422   diversity@uconn.edu	<ul style="list-style-type: none"><li>• Provides culturally-responsive care</li><li>• Supports students in resolving education, personal, and other barriers toward successful completion of their academic goals</li><li>• Connects students with appropriate campus and community resources</li><li>• Women’s Center offers:<ul style="list-style-type: none"><li>◦ Short-term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings</li><li>◦ Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance</li><li>◦ A student-led, gender inclusive In Power Support Group for victim-survivors at any point in their healing process<ul style="list-style-type: none"><li>▪ Contact in-power@uconn.edu for meeting times</li></ul></li></ul></li></ul>
<b>Connecticut Alliance to End Sexual Violence</b>  	<b>Statewide Hotline: 1.888.999.5545</b> <b>Spanish Hotline: 1.888.568.8332</b>	<ul style="list-style-type: none"><li>• No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom</li><li>• Immediate accompaniment to the hospital or Student Health &amp; Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination</li><li>• Legal and judicial advocacy for victim-survivors who wish to report to law enforcement</li><li>• All services are free and confidential</li></ul>
<b>Connecticut Coalition Against Domestic Violence (CCADV)</b>  	<b>Statewide Hotline: 1.888.774.2900</b> <b>safeconnecticut@ctccadv.org</b>	<ul style="list-style-type: none"><li>• Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence</li></ul>

## Reporting and Safety

<b>UConn Police Department (UCPD), State, or Local Police</b>	<b>860.486.4800 or 911</b> <b>publicsafety.uconn.edu</b>	<ul style="list-style-type: none"><li>• Report an incident with or without filing charges</li><li>• Manages all criminal investigations for on-campus crimes</li><li>• Provides safety-related supportive measures (e.g. increased security, monitoring certain areas of campus)</li><li>• For off-campus criminal matters, state or local police have jurisdiction based on the location where the incident(s) occurred. If you are unsure where to begin or whom to call, UCPD can assist you.</li></ul>
<b>Office of Community Standards</b>	<b>Wilbur Cross Building, Garden Level Rm 30</b> <b>860.486.8402   community@uconn.edu</b>	<ul style="list-style-type: none"><li>• Addresses potential violations of The Student Code</li><li>• Investigates matters where the Respondent is a student</li><li>• Implements University no contact orders</li></ul>
<b>Office of Institutional Equity</b>	<b>Wood Hall, 1st Floor</b> <b>860.486.2943   equity@uconn.edu</b>	<ul style="list-style-type: none"><li>• Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i></li><li>• Manages investigations where the Respondent is an employee</li><li>• Liaises with appropriate offices regarding implementation of supportive measures</li></ul>

## Medical Care

<b>Student Health &amp; Wellness – Medical Care</b>  	<b>Hilda May Williams Building</b> <b>On-Call Advise Nurse: 860.486.4700</b> <b>Appointment Desk: 860.486.2719</b>	<ul style="list-style-type: none"><li>• No-cost Sexual Assault Forensic Examinations</li><li>• Crisis and follow-up care (e.g. medical exams, STI, and/or pregnancy testing)</li></ul>
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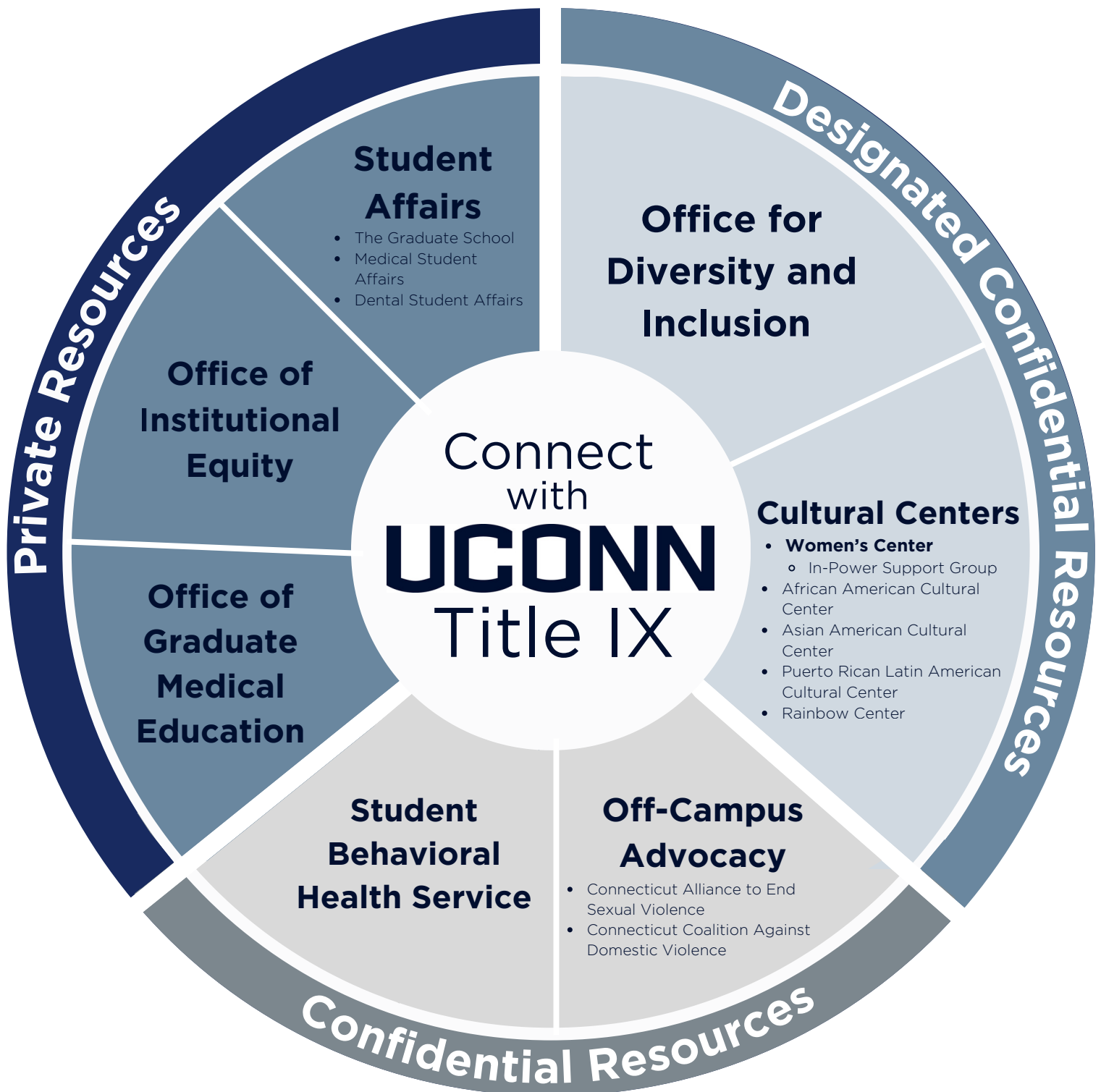


For more information, please visit [www.titleix.uconn.edu](http://www.titleix.uconn.edu) or contact the Office of Institutional Equity (OIE)



# Student Title IX Resources

UConn Health

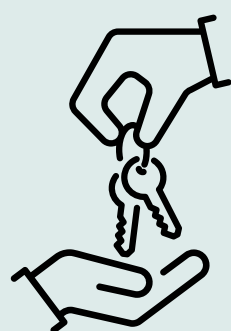


# Resources for UConn Health



## Confidential

Confidential Resources maintain that nothing will be shared without your express permission, except in rare circumstances



## Designated Confidential







Designated Confidential Employees provide information about resources, supportive measures, and how to report should you so choose. Nothing you disclose will be shared with the University without your express permission, except in rare circumstances (i.e. minor involved or imminent safety concern)



## 24/7

Services available every day, all day

## Counseling, Support, and Advocacy

<b>Student Behavioral Health Service</b> 	<b>195 Farmington Ave., Suite 2000, Office 2001   studentclinic@uchc.edu health.uconn.edu/student-affairs</b>	<ul style="list-style-type: none"><li>Provides evaluation and treatment to medical, dental, and graduate students</li><li>Utilizing these services will NOT become part of academic or integrated medical records. Services are free for UCH students.</li></ul>
<b>Student Resources</b>	<b>Medical Student Affairs</b> 860.679.4713   medicaleducation.uconn.edu <b>Dental Student Affairs</b> Dr. Sarita Arteaga   Assoc. Dean of Students sarita.arteaaga@uconn.edu <b>The Graduate School</b> Barbara Kream   kream@uchc.edu 860.679.3849 health.uconn.edu/graduate-school	<ul style="list-style-type: none"><li>Each of these offices can provide supportive measures and resources, and connect you to the Title IX Coordinator</li><li>Explain the available resources, provide safety planning, outline University investigation processes and provide accompaniment during reporting and investigation meetings</li></ul>
<b>UConn Ombuds Office</b> 	<b>Connecticut Tower, 6th Floor Room H6001</b> <b>263 Farmington Ave</b> <b>860.486.5143   wohl@uchc.edu</b>	<ul style="list-style-type: none"><li>Provides confidential, neutral, and informal assistance to members of the UConn Health Community to express concerns, identify options to address workplace conflicts, facilitate productive communication, and surface responsible concerns regarding university policies and practices.</li></ul>
<b>Connecticut Alliance to End Sexual Violence</b>  	<b>Call or Text</b> <b>Statewide Hotline: 1.888.999.5545</b> <b>Spanish Hotline: 1.888.568.8332</b> Hartford Area Local Hotline: 860.547.1022 New Britain Area Local Hotline: 860.505.0469 Storrs-Mansfield Area Local Hotline: 860.456.2789	<ul style="list-style-type: none"><li>No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom</li><li>Immediate accompaniment to the hospital or Student Health &amp; Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination</li><li>Legal and judicial advocacy for victim-survivors who wish to report to law enforcement</li><li>All services are free and confidential</li></ul>
<b>Connecticut Coalition Against Domestic Violence (CCADV)</b>  	<b>Call or Text in English or Spanish</b> <b>Statewide Hotline: 1.888.774.2900</b> <b>safeconnecticut@ctccadv.org</b>	<ul style="list-style-type: none"><li>Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence</li></ul>

## Reporting and Safety

<b>UConn Police Department (UCPD), State, or Local Police</b>	<b>263 Farmington Avenue, Farmington</b> <b>860.679.2121 or 911</b> <b>publicsafety.uconn.edu</b>	<ul style="list-style-type: none"><li>Report an incident with or without filing charges</li><li>Manages all criminal investigations for on-campus crimes<ul style="list-style-type: none"><li>Officer from the Special Victims Unit is assigned as the primary contact for the victim-survivor throughout the investigation</li></ul></li><li>Safety-related supportive measures (e.g. increased security, monitoring certain areas of campus)</li><li>For off-campus criminal matters, state or local police have jurisdiction based on the location where the incident(s) occurred. If you are unsure where to begin or whom to call, UCPD can assist you</li></ul>
<b>Office of Institutional Equity (OIE) and the Title IX Coordinator</b>	<b>16 Munson Road, 3rd Floor</b> <b>860.679.3563   equity@uconn.edu titleix.uconn.edu</b>	<ul style="list-style-type: none"><li>Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i></li><li>Manages investigations where the Respondent is an employee</li><li>Liaises with appropriate offices regarding implementation of supportive measures and referrals</li></ul>



For more information, please visit [www.titleix.uconn.edu](http://www.titleix.uconn.edu) or contact the Office of Institutional Equity (OIE)



# Responding to Student Disclosures

## RESPONSIBLE EMPLOYEES

As members of the UConn community, each one of us is responsible for maintaining a safe, respectful, and non-discriminatory learning, living, and working environment. In carrying out their reporting responsibilities, **Responsible Employees** play an important role in upholding these values.

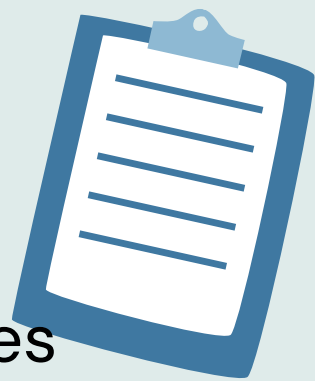
### What constitutes a Disclosure?

In this context, Disclosure is when a Student shares information about **Sexual Assault** (SA), **Intimate Partner Violence** (IPV), and/or **Stalking** (S), regardless of whether the incident or experience happened recently, previously, or is ongoing.



### Am I a Responsible Employee?

The vast majority of UConn Employees—including but not limited to: Faculty, Staff, Graduate Assistants, and Undergraduate Resident Assistants—are designated Responsible Employees. Exceptions are limited to: Confidential Employees (i.e. medical care and mental health providers) and Designated Confidential Employees (i.e. cultural center staff, professional staff in the Office for Diversity and Inclusion, and Ombuds).



### What is required of Responsible Employees?

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### Why have I been designated a Responsible Employee?

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## Response Steps and Tips

### STEP 1: CARE 🌱

- Practice empathetic listening
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- Withhold judgment
- Avoid questions or statements that imply fault or blame
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### STEP 2: INFORM 💬

- Remind the Student of your reporting responsibilities at an appropriate time
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- Inform the Student that they may receive outreach from a University administrator regarding resources and reporting options, and it is their choice to respond

### STEP 3: CONTACT ☎️

- Promptly notify OIE
  - Email: [equity@uconn.edu](mailto:equity@uconn.edu)
  - Online form: <https://equity.uconn.edu/reporting-form/>
  - Phone: 860-486-2943
- Be prepared to share all details known to you, including:
  - names
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### What to Consider Saying

- "Thank you for sharing this with me."
- "I'm sorry you are going through such a difficult time."
- "I care about you and your experience."
- "How can I best support you?"
- "Are you feeling (emotionally and physically) safe?"
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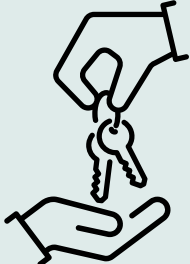

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# Confidential



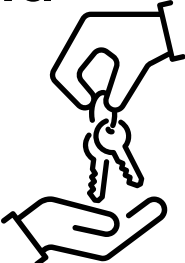






Confidential Resources maintain that nothing will be shared without your express permission, except in rare circumstances

# Designated Confidential

Designated Confidential Employees provide information about resources, supportive measures, and how to report should you so choose. Nothing you disclose will be shared with the University without your express permission, except in rare circumstances (i.e. minor involved or imminent safety concern)

# 24/7

Services available every day, all day

Counseling, Support, and Advocacy		
<div>Student Health &amp; Wellness – Mental Health Services</div>  	<div>Arjona Building, 4th Floor</div> <div>860.486.4705   studenthealth@uconn.edu</div>	<ul style="list-style-type: none"><li>• Immediate crisis support</li><li>• Individual and group therapy</li><li>• Appointment, walk-in, and after-hours emergency therapy available</li></ul>
<div>Dean of Students Office</div>	<div>Wilbur Cross Building, 1st Floor</div> <div>860.486.3426   dos@uconn.edu</div>	<ul style="list-style-type: none"><li>• Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more</li><li>• Explains the available resources, provide safety planning, outlines University investigation processes and provides accompaniment during reporting and investigation meetings</li></ul>
<div>Cultural Centers (CC) and Office for Diversity and Inclusion (ODI)</div> 	<div>Student Union, 4th Floor</div> <div>African American CC</div> <div>860.486.3433   aacc@uconn.edu</div> <div>Asian American CC</div> <div>860.486.0830   asacc@uconn.edu</div> <div>Puerto Rican/Latin American CC</div> <div>860.486.1135   prlacc@uconn.edu</div> <div>Rainbow Center</div> <div>860.486.5821   rainbowcenter@uconn.edu</div> <div>Women's Center</div> <div>860.486.4738   womenscenter@uconn.edu</div> <div>311 Budds Building, 3rd Floor</div> <div>Office for Diversity and Inclusion</div> <div>860.486.2422   diversity@uconn.edu</div>	<ul style="list-style-type: none"><li>• Culturally-responsive care</li><li>• Support students in resolving education, personal, and other barriers toward successful completion of their academic goals</li><li>• Connect students with appropriate campus and community resources</li><li>• Women’s Center offers:<ul style="list-style-type: none"><li>◦ Short-term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings</li><li>◦ Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance</li><li>◦ A student-led, gender inclusive In Power Support Group for victim-survivors at any point in their healing process<ul style="list-style-type: none"><li>▪ Contact in-power@uconn.edu for meeting times</li></ul></li></ul></li></ul>
<div>Connecticut Alliance to End Sexual Violence</div>  	<div>Statewide Hotline: 1.888.999.5545</div> <div>Spanish Hotline: 1.888.568.8332</div>	<ul style="list-style-type: none"><li>• No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom</li><li>• Immediate accompaniment to the hospital or Student Health &amp; Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination</li><li>• Legal and judicial advocacy for victim-survivors who wish to report to law enforcement</li><li>• All services are free and confidential</li></ul>
<div>Connecticut Coalition Against Domestic Violence (CCADV)</div>  	<div>Statewide Hotline: 1.888.774.2900</div> <div>safeconnecticut@ctccadv.org</div>	<ul style="list-style-type: none"><li>• Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence</li></ul>
Reporting and Safety		
<div>UConn Police Department (UCPD), State, or Local Police</div>	<div>860.486.4800 or 911</div> <div>publicsafety.uconn.edu</div>	<ul style="list-style-type: none"><li>• Report an incident with or without filing charges</li><li>• Manages all criminal investigations for on-campus crimes<ul style="list-style-type: none"><li>◦ Officer from the Special Victims Unit is assigned as the primary contact for the victim-survivor throughout the investigation</li></ul></li><li>• Safety-related supportive measures (e.g. increased security, monitoring certain areas of campus)</li><li>• For off-campus criminal matters, state or local police have jurisdiction based on the location where the incident(s) occurred. If you are unsure where to begin or whom to call, UCPD can assist you.</li></ul>
<div>Office of Community Standards</div>	<div>Wilbur Cross Building, Garden Level Rm 30</div> <div>860.486.8402   community@uconn.edu</div>	<ul style="list-style-type: none"><li>• Addresses potential violations of The Student Code</li><li>• Investigates matters where the Respondent is a student</li><li>• Implements University no contact orders</li></ul>
<div>Office of Institutional Equity</div>	<div>Wood Hall, 1st Floor</div> <div>860.486.2943   equity@uconn.edu</div>	<ul style="list-style-type: none"><li>• Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i></li><li>• Manages investigations where the Respondent is an employee</li><li>• Liaises with appropriate offices regarding implementation of supportive measures.</li></ul>
Medical Care		
<div>Student Health &amp; Wellness – Medical Care</div>  	<div>Hilda May Williams Building</div> <div>On-Call Advise Nurse: 860.486.4700</div> <div>Appointment Desk: 860.486.2719</div>	<ul style="list-style-type: none"><li>• No-cost Sexual Assault Forensic Examinations</li><li>• Crisis and follow-up care (e.g. medical exams, STI, and/or pregnancy testing)</li></ul>
For more information, please visit <a href="http://www.titleix.uconn.edu">www.titleix.uconn.edu</a> or contact the Office of Institutional Equity (OIE)		



# Responding to Student Disclosures

## RESPONSIBLE EMPLOYEES

As members of the UConn community, each one of us is responsible for maintaining a safe, respectful, and non-discriminatory learning, living, and working environment. In carrying out their reporting responsibilities, **Responsible Employees** play an important role in upholding these values.

### What constitutes a Disclosure?

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Counseling, Support, and Advocacy		
<div>Avery Point Student Health and Wellness</div> 	<b>Branford House, Room 306</b> <b>860.208.0236</b>	<ul style="list-style-type: none"><li>By appointment (in-person and telehealth)<ul style="list-style-type: none"><li>M–F, 8am–3pm</li></ul></li><li>Clinical Case Manager: Jessica Musgrove, LMFT<ul style="list-style-type: none"><li>email: <a href="mailto:jessica.musgrove@uconn.edu">jessica.musgrove@uconn.edu</a></li></ul></li></ul>
<b>Office of Student Services</b>	<b>Director – Dr. Noemi Maldonado Picardi</b> <b>Branford House, Room 307</b> <b>860.405.9024  </b> <b><a href="mailto:noemi.maldonado@uconn.edu">noemi.maldonado@uconn.edu</a></b>	<ul style="list-style-type: none"><li>Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more</li><li>Explains the available resources, provide safety planning, outlines University investigation processes and provide accompaniment during reporting and investigation meetings</li></ul>
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<b>Sexual Assault Crisis Center of Eastern CT</b>  	<b>Local Hotline: 860.456.2789</b> <b>78 Howard St, 2nd Floor, New London</b> <b>90 South Park Street, Willimantic</b>	<ul style="list-style-type: none"><li>Free and comprehensive services for victims of sexual assault and abuse</li></ul>
<b>Safe Futures</b>  	<b>860.701.6001 (24/7)   860.447.0366</b> <b>16 Jay Street, New London</b>	<ul style="list-style-type: none"><li>Services for survivors of sexual violence, including court services, walk–in counseling, emergency shelter, transitional housing, support groups, and more</li></ul>
Reporting and Safety		
<b>UConn Police Department (UCPD), State, or Local Police</b>	<b>Stone Cottage on the West Circle</b> <b>860.486.4800 or 911</b> <b><a href="mailto:publicsafety.uconn.edu">publicsafety.uconn.edu</a></b>	<ul style="list-style-type: none"><li>Report an incident with or without filing charges</li><li>Manages all criminal investigations for on–campus crimes</li><li>Safety–related supportive measures (e.g. increased security, monitoring certain areas of campus)</li><li>For off–campus criminal matters, state or local police have jurisdiction based on the location where the incident(s) occurred. If you are unsure where to begin or whom to call, UCPD can assist you</li></ul>
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<b>Office of Institutional Equity (OIE) and the Title IX Coordinator</b>	<b>Wood Hall, 1st Floor, Storrs</b> <b>860.486.2943   <a href="mailto:equity@uconn.edu">equity@uconn.edu</a></b>	<ul style="list-style-type: none"><li>Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i></li><li>Manages investigations where the Respondent is an employee</li><li>Liaises with appropriate offices regarding implementation of supportive measures</li></ul>



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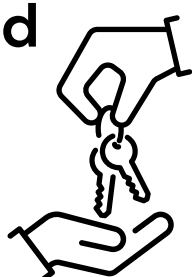







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Hartford

Counseling, Support, and Advocacy		
<div>Student Health and Wellness – Hartford</div> 	<b>Hartford Times Building</b> <b>Office of Student Services</b> <b>959.200.3905</b>	<ul style="list-style-type: none"><li>• M–F 9:00am–4:30pm by appointment</li><li>• Mental Health Clinician: Naa Opoku–Gyamfi, LPC<ul style="list-style-type: none"><li>◦ Email: <a href="mailto:naa.opoku-gyamfi@uconn.edu">naa.opoku-gyamfi@uconn.edu</a></li></ul></li></ul>
<b>Office of Student Services</b>	<b>Associate Director – Christine Mosman</b> <b>Hartford Times Building, Room 106</b> <b>10 Prospect Street   959.200.3836  </b> <b><a href="mailto:christine.mosman@uconn.edu">christine.mosman@uconn.edu</a></b>	<ul style="list-style-type: none"><li>• Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on–campus work schedules, leaves of absence, and more</li><li>• Explains the available resources, provide safety planning, outlines University investigation processes and provide accompaniment during reporting and investigation meetings</li></ul>
<div>Cultural Centers (CC) and Office for Diversity and Inclusion (ODI)</div> 	<b>Student Union, 4th Floor, Storrs Campus</b> <b>African American CC</b> 860.486.3433   <a href="mailto:aacc@uconn.edu">aacc@uconn.edu</a> <b>Asian American CC</b> 860.486.0830   <a href="mailto:asacc@uconn.edu">asacc@uconn.edu</a> <b>Puerto Rican/Latin American CC</b> 860.486.1135   <a href="mailto:prlacc@uconn.edu">prlacc@uconn.edu</a> <b>Rainbow Center</b> 860.486.5821   <a href="mailto:rainbowcenter@uconn.edu">rainbowcenter@uconn.edu</a> <b>Women's Center</b> 860.486.4738   <a href="mailto:womenscenter@uconn.edu">womenscenter@uconn.edu</a> <b>311 Budds Building, 3rd Floor, Storrs</b> <b>Office for Diversity and Inclusion</b> 860.486.2422   <a href="mailto:diversity@uconn.edu">diversity@uconn.edu</a>	<ul style="list-style-type: none"><li>• The CCs and ODI are located at the Storrs campus, but are available to all campus students</li><li>• Culturally–responsive care</li><li>• Support students in resolving education, personal, and other barriers toward successful completion of their academic goals</li><li>• Connect students with appropriate campus and community resources</li><li>• Women’s Center offers:<ul style="list-style-type: none"><li>◦ Short–term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings</li><li>◦ Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance</li><li>◦ A student–led, gender inclusive In Power Support Group for victim–survivors at any point in their healing process<ul style="list-style-type: none"><li>▪ Contact <a href="mailto:in-power@uconn.edu">in-power@uconn.edu</a> for meeting times</li></ul></li></ul></li></ul>
<div>Connecticut Alliance to End Sexual Violence</div>  	<b>Statewide Hotline: 1.888.999.5545</b> <b>Spanish Hotline: 1.888.568.8332</b>	<ul style="list-style-type: none"><li>• No–cost crisis intervention and trauma–informed counseling to victim–survivors and their loved ones in–person, via phone, or via Zoom</li><li>• Immediate accompaniment to the hospital or Student Health &amp; Wellness – Medical Services for victim–survivors who wish to seek medical care, including Sexual Assault Forensic Examination</li><li>• Legal and judicial advocacy for victim–survivors who wish to report to law enforcement</li><li>• All services are free and confidential</li></ul>
<div>YWCA New Britain’s Sexual Assault Crisis Service (SACS)</div>  	<b>19 Franklin Square, New Britain</b> <b>Local Hartford Hotline: 860.547.1022</b> <a href="http://ywcanb.org/sexual-assault-crisis-services">ywcanb.org/sexual-assault-crisis-services</a>	<ul style="list-style-type: none"><li>• Assistance for survivors and their loved ones</li><li>• Individual crisis counseling, accompaniment through medical, police, and court procedures, support groups, and school counseling available</li></ul>
<div>Connecticut Coalition Against Domestic Violence (CCADV)</div>  	<b>Statewide Hotline: 1.888.774.2900</b> <b><a href="mailto:safeconnecticut@ctccadv.org">safeconnecticut@ctccadv.org</a></b>	<ul style="list-style-type: none"><li>• Crisis counseling to victim–survivors of dating, intimate–partner, and domestic violence</li></ul>
<b>Interval House</b> 	<b>Offices in Hartford, Manchester, and Simsbury   860.527.0550</b>	<ul style="list-style-type: none"><li>• No–cost services to domestic violence victims, including but not limited to, emergency housing, court advocacy, safety planning, counseling, and youth programming</li></ul>
Reporting and Safety		
<b>UConn Police Department (UCPD), State, or Local Police</b>	<b>Hartford Times Building, Room 131A</b> <b>860.486.4800 or 911</b> <b><a href="http://publicsafety.uconn.edu">publicsafety.uconn.edu</a></b>	<ul style="list-style-type: none"><li>• Report an incident with or without filing charges</li><li>• Manages all criminal investigations for on–campus crimes</li><li>• Safety–related supportive measures (e.g. increased security, monitoring certain areas of campus)</li><li>• For off–campus criminal matters, state or local police have jurisdiction based on the location where the incident(s) occurred. If you are unsure where to begin or whom to call, UCPD can assist you</li></ul>
<b>Office of Community Standards</b>	<b>Wilbur Cross Building, Storrs</b> <b>860.486.8402   <a href="mailto:community@uconn.edu">community@uconn.edu</a></b>	<ul style="list-style-type: none"><li>• Addresses potential violations of The Student Code</li><li>• Investigates matters where the Respondent is a student</li><li>• Implements University no contact orders</li></ul>
<b>Office of Institutional Equity (OIE) and the Title IX Coordinator</b>	<b>Wood Hall, 1st Floor, Storrs</b> <b>860.486.2943   <a href="mailto:equity@uconn.edu">equity@uconn.edu</a></b>	<ul style="list-style-type: none"><li>• Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i></li><li>• Manages investigations where the Respondent is an employee</li><li>• Liaises with appropriate offices regarding implementation of supportive measures</li></ul>



For more information, please visit [www.titleix.uconn.edu](http://www.titleix.uconn.edu) or contact the Office of Institutional Equity (OIE)



## **VIII. Attachment**

### **Prevention, Awareness and Risk Reduction Programs**

# TITLE IX AT UCONN



## 2024: The Year in Review

### Prevention, Awareness and Risk Reduction Programs

#### PREVENTION PROGRAMS AND CAMPAIGNS

##### Total Attendance

9,820

9,025

Students

795

Faculty/Staff

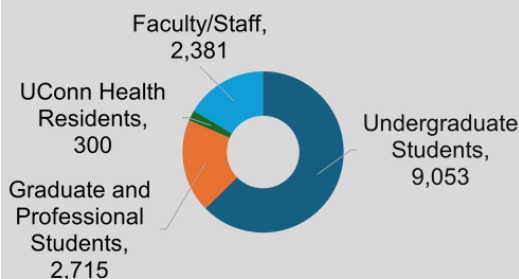
##### 77 Programming Events and Campaigns Included:

- Student Sexual Health and Wellness Fair
- Student Health and Wellness Fair
- Take Back the Night
- Self Defense Classes
- Greeks Against Sexual Assault
- Health Promotions - Sexuality Education and Support Program Initiatives
- Sexual Assault and Domestic Violence Awareness Months Programming

#### TRAINING SESSIONS

##### Orientation

14,449 Total Participants

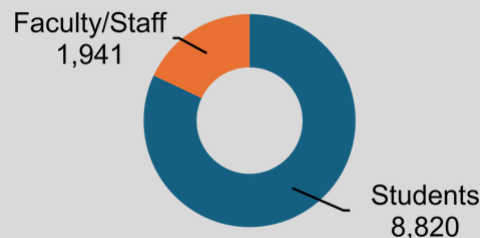


Topics during 122 sessions may have included:

- Title IX Overview
- Resource & Reporting Options
- Affirmative Consent
- Bystander Intervention
- Sexual Harassment Prevention
- Civil and Harassment-Free Workplaces

##### General Sexual Misconduct

10,761 Total Participants



81 training modules may have included:

- Title IX Overview
- Resource and Reporting Options
- Affirmative Consent
- Incapacitation
- Bystander Intervention
- Sexual Harassment Prevention
- Risk Reduction
- Civil and Harassment-Free Workplaces

##### Consent 201

2,309 Total Participants

Students participated during First Year Experience (FYE) class with peer facilitators and professional staff.

Topics during 133 sessions included:

- Affirmative Consent
- Incapacitation
- Bystander Intervention
- Power Dynamics
- Resource & Reporting Options

##### 2024 Sex-Based Discrimination & Harassment: Updated Employee Rights and Responsibilities

In 2024 the Department of Education released updated Title IX regulations. An online training was developed to educate employees on the updated regulations, including additional reporting and information sharing responsibilities.

##### Total Faculty/Staff

13,451

8,308

Storrs/

Regional campuses

5,143

UConn Health

Prevention, awareness, and risk reduction initiatives at UConn are a collaborative effort of university and community partners across all UConn campuses and UConn Health. Programs are conducted in a variety of modalities to best serve the needs of the university community. For additional Title IX-related information and resources, please visit [titleix.uconn.edu](https://titleix.uconn.edu).

UConn Storrs \* Avery Point \* Hartford \* Stamford \* Waterbury \* School of Law \* UConn Health



## **IX. Attachment**

### **2024 Sexual Misconduct Climate Assessment Report**



# University of Connecticut Student Experience Survey

2024 Report



**UConn**  
UNIVERSITY OF CONNECTICUT



**PREPARED FOR**

University of Connecticut  
April 2024

**PREPARED BY**

Grand River Solutions, Inc.  
[www.grandriversolutions.com](http://www.grandriversolutions.com)

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## Study Design

The University of Connecticut Student Experience Survey surveyed graduate and undergraduate students aged 18 or older. The survey was administered online by Grand River Solutions, an independent company, with a survey tool developed by the Grand River Solutions team.

University of Connecticut identified the student pool for the survey, and sent a message to potential participants notifying them to expect an email from Grand River Solutions with the survey link. When possible, University of Connecticut provided the race/ethnicity, binary gender, age, class year, residency status, full/part-time status, Pell grant status, and academic level (undergraduate/graduate) of the participant pool. This information was provided to Grand River Solutions through a secure portal. If University of Connecticut could not provide this data, a question was included in the survey to obtain it.

Grand River Solutions sent a personalized email to the students, each with a unique link to the survey, and sent reminder emails to non-respondents over the field period. The number of reminder emails and the field period were mutually agreed upon by University of Connecticut and Grand River Solutions.

All personally identifying information was automatically de-linked from survey responses once submitted. All personally identifying information was permanently deleted from Grand River Solutions devices and accounts within 60 days of the end of the survey field period and University of Connecticut was provided with a signed certification of data destruction.

Participants were informed that their responses were confidential and would be reported in aggregate form and no individually identifying information would be reported. The survey was provided in English and Spanish, and participants were able to toggle between the two languages throughout the survey. All survey questions were optional to participants. University of Connecticut was able to add custom questions to the survey as agreed upon by University of Connecticut and Grand River Solutions. The survey was approved by Ethical & Independent Review Services.

The survey was open for a two week period and no incentives were offered to participants for taking part in the survey.



# Study Measures

## Demographics

In addition to the demographic data provided by University of Connecticut, the survey included questions pertaining to the student's self-identification as an intercollegiate athlete, first generation college student, military veteran, active duty military member, ROTC student, Greek Life member, enrollment in college classes while in high school, housing status, and parental status, when applicable. Students were also asked to identify their sex assigned at birth, gender identity, sexual orientation, and disability status.

## Knowledge and campus culture

Students were asked about their knowledge of key campus policies relevant to sexual and interpersonal violence. They were also asked about their perceptions of the campus culture, University of Connecticut's prevention and response efforts relevant to sexual and interpersonal violence, and bystander intervention.

## Sexual and interpersonal violence

The survey asked participants about their experiences of sexual and interpersonal violence in the past 12 months, including sexual harassment, sexual assault, rape, intimate partner violence, and stalking.

The survey included follow-up questions for those that indicated experiencing sexual or interpersonal violence. These questions asked about academic, professional, and mental health impacts of their experience, their relationship with the perpetrator, the location of the incident, whether or not they reported the incident, reasons why they did not report, and their experiences during the reporting process.

## School connectedness

Students were asked to reflect on their experiences at the University and to identify their feelings and perceptions of belonging, equity, and well-being.

# Data Analysis Methods

To be considered valid, a respondent had to have answered at least one question beyond the demographic section. To preserve participant confidentiality, any findings with a low response rate were omitted in reports to University of Connecticut.

Reports provided to University of Connecticut included only statistically significant findings. Statistical significance was determined using chi square tests and a p-value of  $<0.05$ . Statistical significance for the difference in means was determined using a t-test or one-way anova. When cell counts were less than 5, a Fisher's t-test was used to evaluate statistical significance.

All personal experience questions were collapsed to yes/no variables for each of the types of sexual and interpersonal violence. Sexual orientation was collapsed to straight/heterosexual and LGBTQ+. Gender identity was collapsed to man, woman, and transgender, genderqueer, nonbinary, or gender nonconforming (TGQN). Race/ethnicity were collapsed into federally recognized categories of Black, Indigenous, and People of Color (BIPOC), and White. Definitions of these categories are included on the following page.

All likert scales (strongly agree to strongly disagree) were converted to a four-point ranking where 4= positive response and 1= negative response. Likert questions were grouped based on pre-determined themes of belonging, well-being, equity, and culture (when applicable). Responses to these questions were averaged for each theme and reported on a scale of 1 to 4.







# Key Terms

## BIPOC

Black, Indigenous, and People of color (BIPOC) includes respondents who self-identified as African, Alaska Native, Asian/Asian American, American Indian/Indigenous, Black or African American, Caribbean/West Indian, East Asian, European, Hispanic/Latino/a/x/e, Latin American, Middle Eastern or North African, Native Hawaiian/Pacific Islander, South Asian, Southeast Asian, or another race/ethnicity.

## LGB+

Lesbian, gay, and bisexual plus (LGB+) includes respondents that self-identified as lesbian, gay, bisexual, asexual, fluid, pansexual, queer, questioning, or another sexual orientation.

## Sexual and interpersonal violence (SIV)

Used to refer to sexual harassment, sexual assault, rape, intimate partner violence, and stalking collectively.

## Sexual violence

Used to refer to sexual assault and/or rape collectively.

## TGQN

Transgender, genderqueer, nonbinary, or gender nonconforming (TGQN) includes respondents that self-identified as agender, genderqueer/gender-fluid, non binary, questioning, two-spirit, another gender identity, intersex, man but not male assigned at birth, or woman but not female assigned at birth.

# Response Rate and Participant Demographics

A total of 30,777 University of Connecticut students were invited to participate, and 773 (2.5%) completed the survey. The results of this report reflect only those who participated and may not reflect the experiences of all University of Connecticut students. Findings in this report should not be used to make conclusions about the entire student population.

Fig. 1 Race and ethnicity

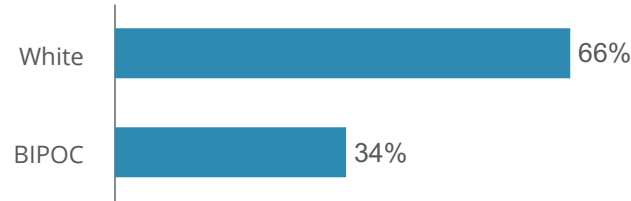


Fig. 2 Gender identity

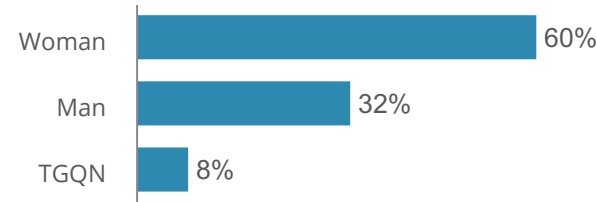


Fig. 3 Age

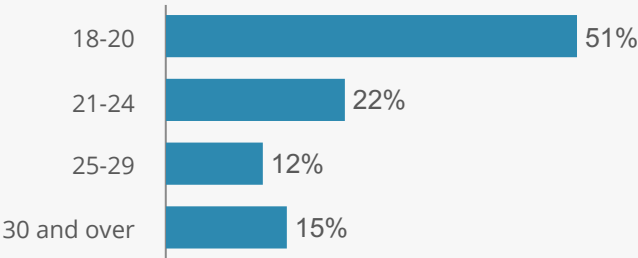


Fig. 4 Sexual orientation

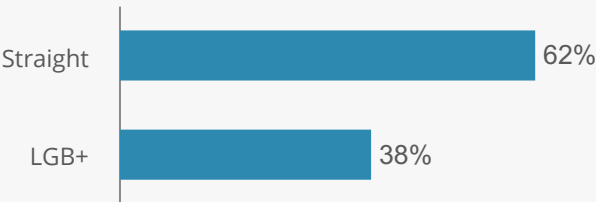
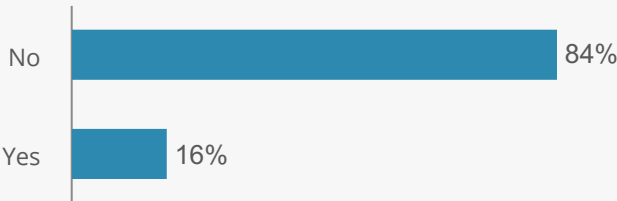


Fig. 5 Disability status



# Participant Demographics

Fig. 6 Academic status

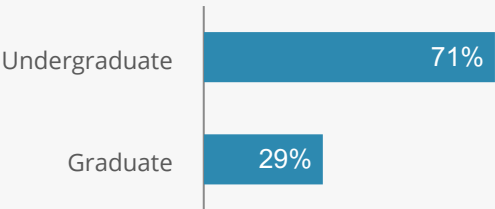


Fig. 7 Class year

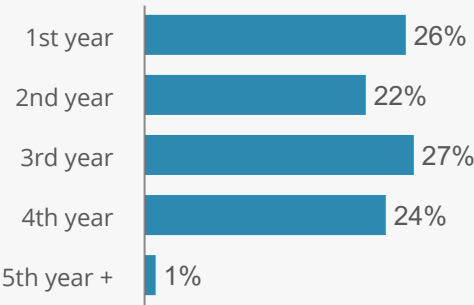


Fig. 8 Enrollment status

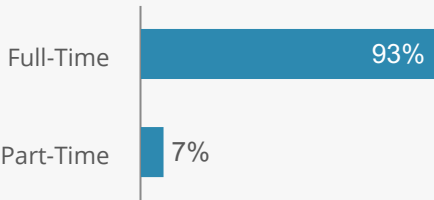


Fig. 9 Transfer status

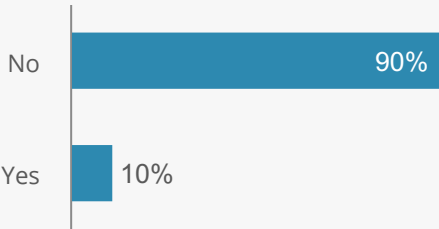


Fig. 10 Residency

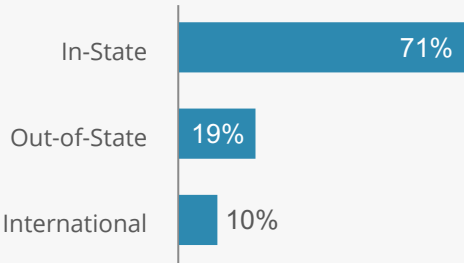
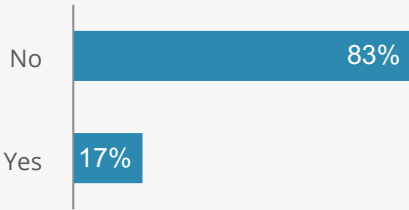


Fig. 11 Pell grant status



# Participant Demographics

Fig. 12 First generation student

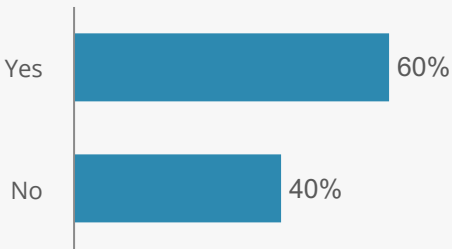


Fig. 13 Athlete

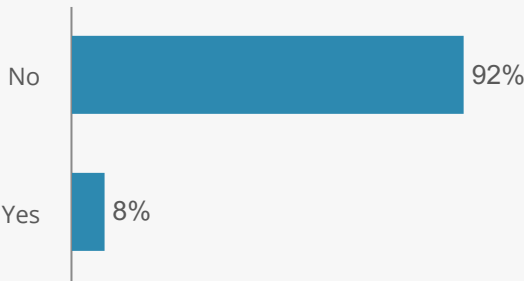


Fig. 16 Military status

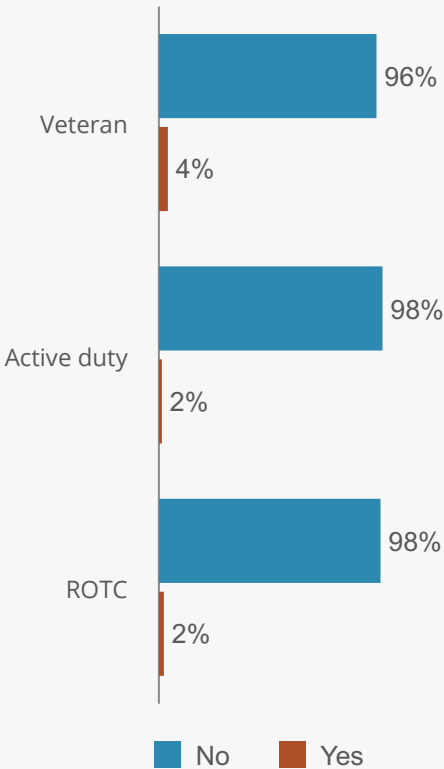


Fig. 14 Parent

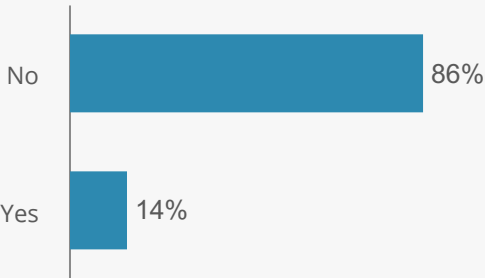
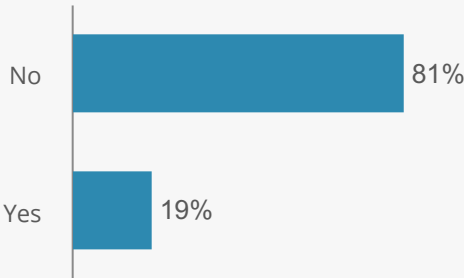


Fig. 15 Greek life member





# Executive Summary

## School connectedness

On average, students indicated that they feel a sense of belonging as well as safe and protected at the University. Most students also agreed that the University treats students equitably. Differences in perceptions of belonging, well-being, and equity were observed across several demographic groups.

## Knowledge of resources and policies

Most participants confirmed that they have learned about sexual and interpersonal violence through classes, training, or other programs at the University. However, about half of students did not know Title IX protections, what happens when a student reports an incident, or where to get help if someone they know experiences sexual or interpersonal violence. Students' overall knowledge of resources and policies varied by race and academic status.

## Sexual and interpersonal violence

Twenty-nine percent (29%) of participants said that they had experienced sexual harassment, intimate partner violence, stalking, sexual assault, and/or rape in the past year. The prevalence of these experiences varied by gender identity, sexual orientation, race/ethnicity, disability status, and age.

## Reporting

The majority of participants who experienced sexual or interpersonal violence did not report the incident to the University. The most common reasons why students chose not to report were that they did not trust that it would be taken seriously, were worried about not getting the outcome they were hoping for, and were worried about being blamed or not being believed.

## Bystander intervention

About half of students who witnessed an incident of sexual or interpersonal violence intervened in some way. Those who chose not to intervene did not do so most commonly because they did not know what to do or felt it was not their business to get involved.

## Campus climate and confidence in reporting

On average, students had mixed perceptions of the campus culture and slightly agreed that the University is doing a good job of trying to prevent sexual and interpersonal violence from occurring as well as holding perpetrators accountable.



Findings

# **School Connectedness**

## Perceptions of Belonging, Well-being, and Equity

Students were asked to what extent they agreed or disagreed with statements about their feelings of belonging, well-being, and equity at University of Connecticut. Their responses were scored on a scale from 1 to 4, with 4 being a positive response.

### Belonging

On average, most students **agreed** that they feel a sense of belonging at the University.

### Equity

On average, most students **agreed** that the University treats all students equitably.

### Well-being

On average, most students **agreed** that they feel safe and protected at the University.

3.1<sub>/4</sub>

Belonging

3.0<sub>/4</sub>

Equity

3.0<sub>/4</sub>

Well-being

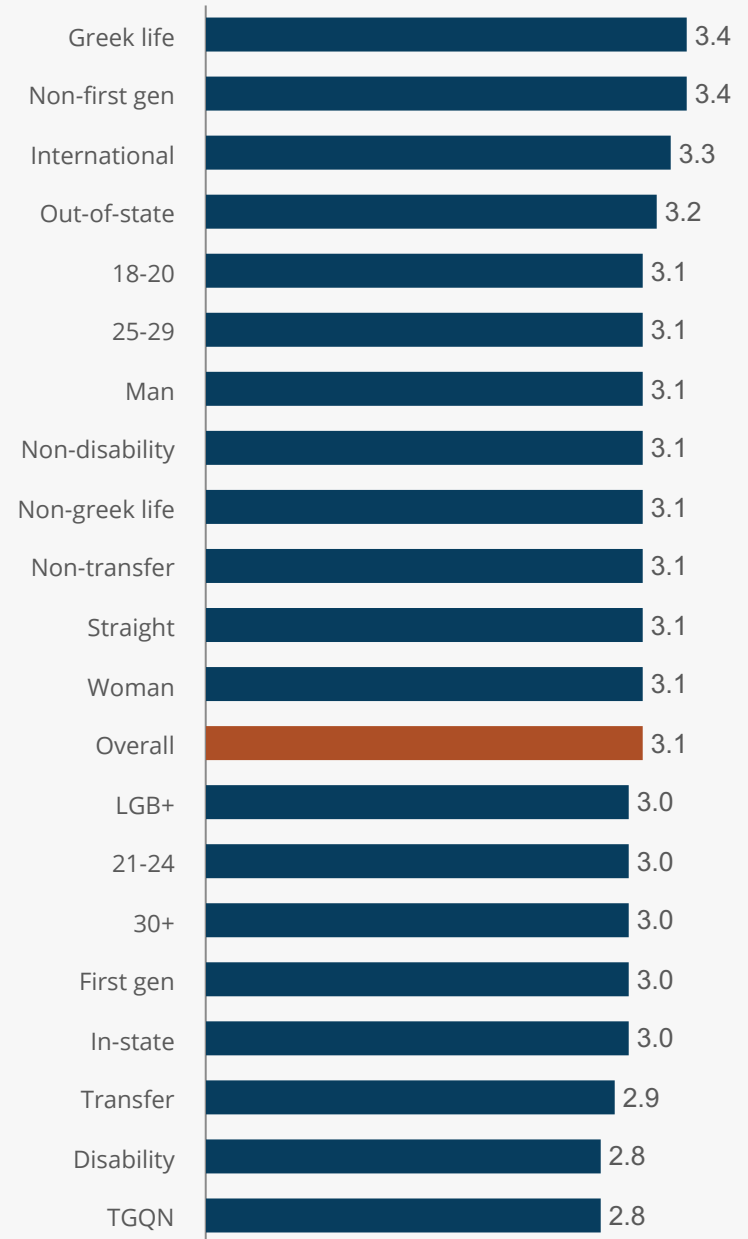
1 = negative response  
4 = positive response

## Differences in Perceptions of Belonging

Perceptions of belonging varied among some demographic groups.

- TGQN students reported a lower sense of belonging than women and men.
- Students with disabilities reported a lower sense of belonging than their counterparts.
- Transfer students reported a lower sense of belonging than their counterparts.
- In-state students reported a lower sense of belonging than out-of-state students.
- First-generation students reported a lower sense of belonging than their counterparts.
- Students aged 21-24 and 30 or older reported a lower sense of belonging than students in other age groups.
- LGB+ students reported a lower sense of belonging than straight students.

Fig. 17 Differences in perceptions of belonging

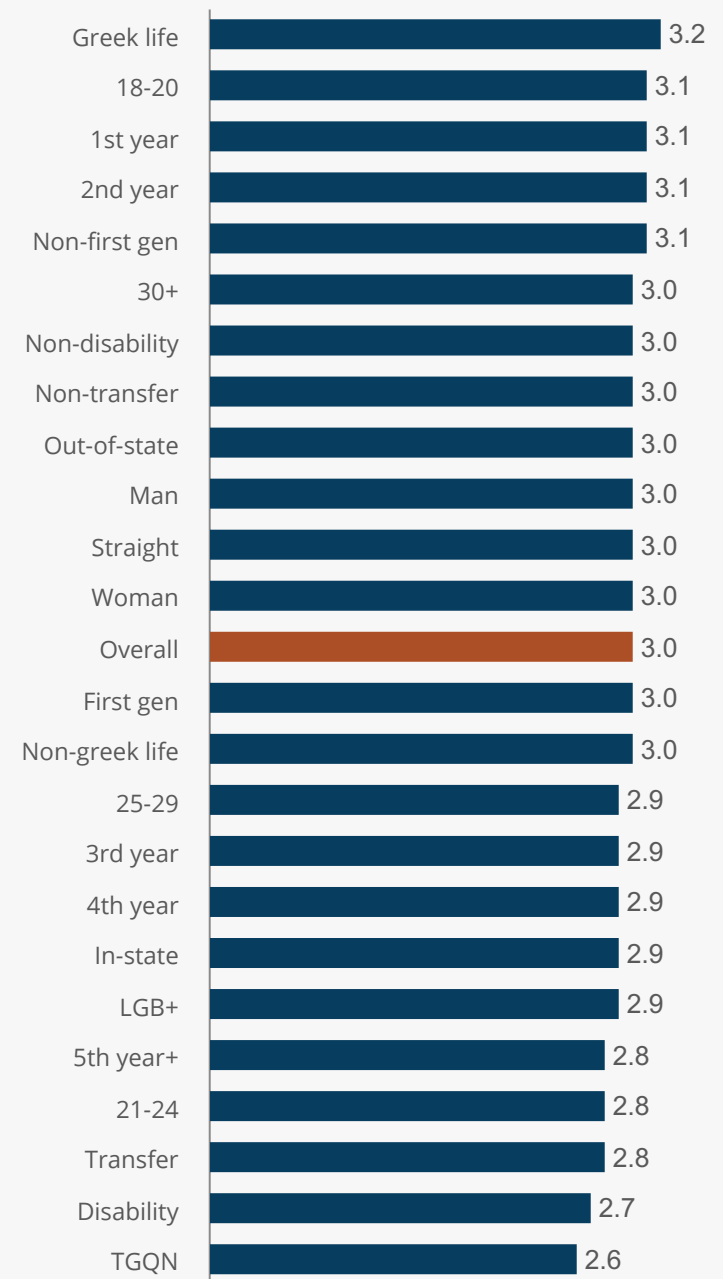


## Differences in Perceptions of Equity

Perceptions of equity varied among some demographic groups.

- TGQN students reported a lower sense of equity than women and men.
- Students with disabilities reported a lower sense of equity than their counterparts.
- Transfer students reported a lower sense of equity than their counterparts.
- Students aged 21-29 reported a lower sense of equity than students in other age groups.
- Third, fourth, and fifth year students reported a lower sense of equity than first and second year students.
- LGB+ students reported a lower sense of equity than straight students.
- In-state students reported a lower sense of equity than out-of-state students.
- Non-greek life members reported a lower sense of equity than greek life members.
- First-generation students reported a lower sense of equity than their counterparts.

**Fig. 18 Differences in perceptions of equity**

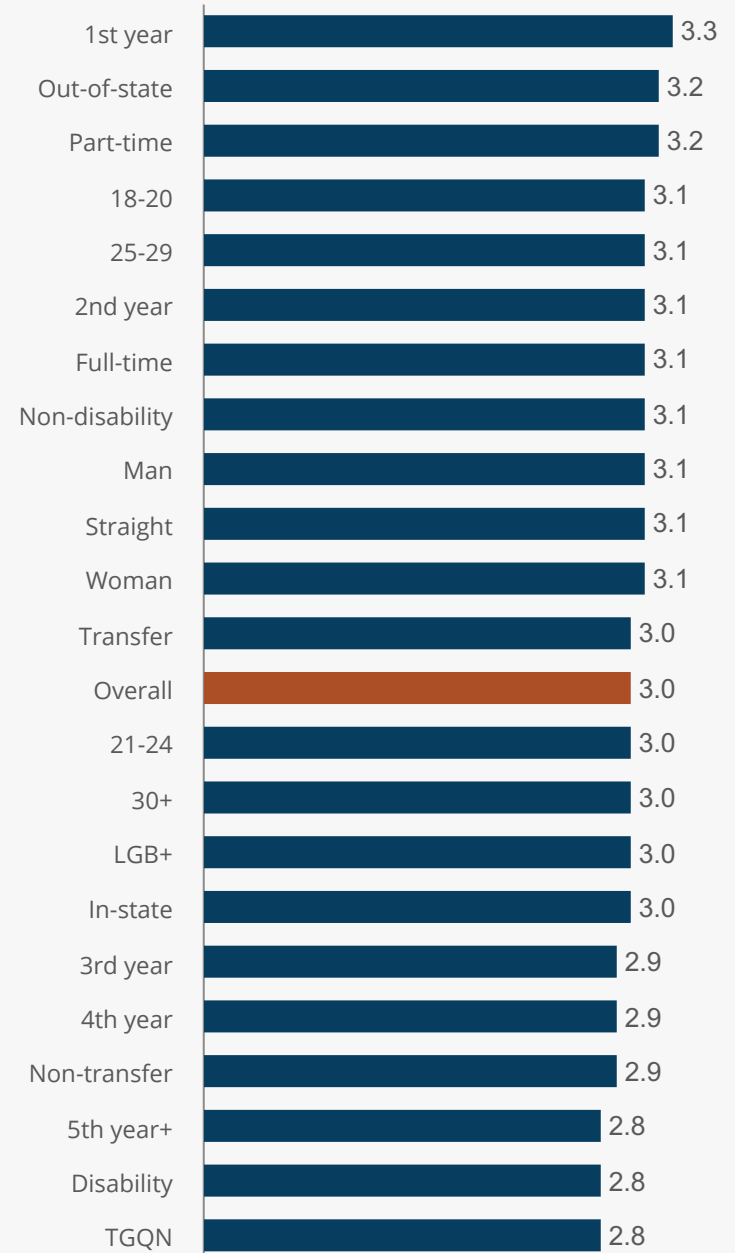


## Differences in Perceptions of Well-being

Perceptions of well-being varied among some demographic groups.

- TGQN students reported a lower sense of well-being than women and men.
- Students with disabilities reported a lower sense of well-being than students without disabilities.
- Third, fourth, and fifth year students reported a lower sense of well-being than first and second year students.
- Non-transfer students reported a lower sense of well-being than transfer students.
- In-state students reported a lower sense of well-being than out-of-state students.
- LGB+ students reported a lower sense of well-being than straight students.
- Students aged 21-24 and 30 and older reported a lower sense of well-being than students in other age groups.
- Full-time students reported a lower sense of well-being than part-time students.

**Fig. 19 Differences in perceptions of well-being**







Findings

# **Knowledge of Resources and Policies**

## Knowledge of Resources and Policies

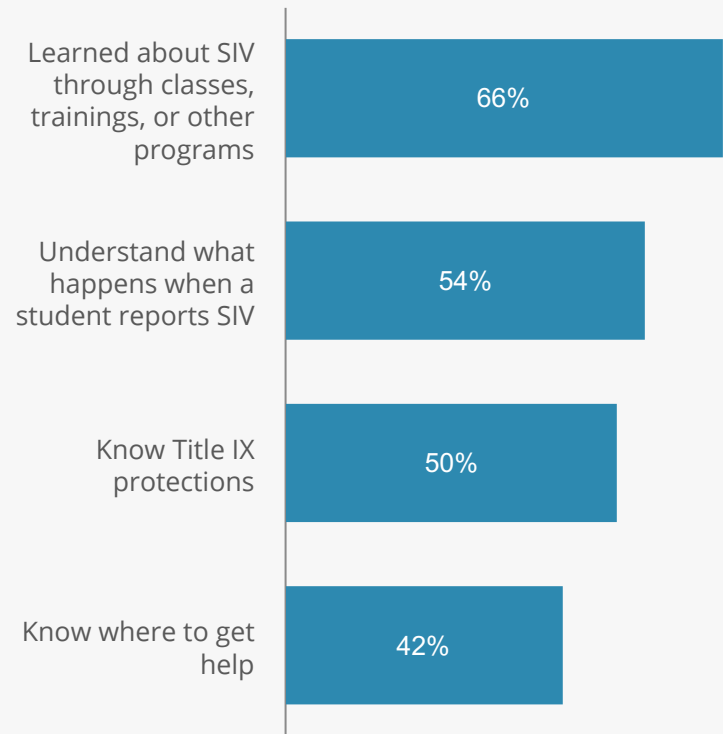
Students were asked about their knowledge of campus resources and policies relevant to sexual and interpersonal violence (SIV).

Sixty-six percent (66%) of students confirmed that they have learned about sexual and interpersonal violence through classes, trainings, or other programs at the University. Half of participants indicated that they know Title IX protections against sexual and interpersonal violence (50%).

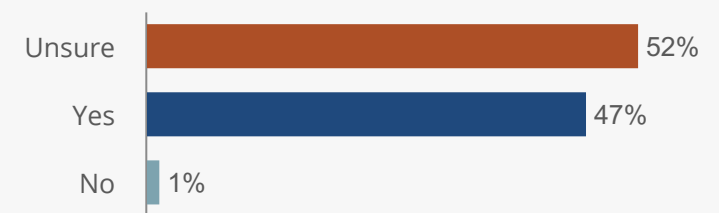
Slightly over half of students understood what happens when a student reports an incident of sexual or interpersonal violence (54%), and less than half knew where at the University they could get help if someone they know experiences sexual or interpersonal violence (42%).

When asked if the University has a Title IX Coordinator, 47% of participants answered 'yes,' while 52% of participants answered that they were unsure, and 1% said 'no.'

**Fig. 20 Knowledge of campus resources and policies**



**Fig. 21 Does University of Connecticut have a Title IX coordinator?**

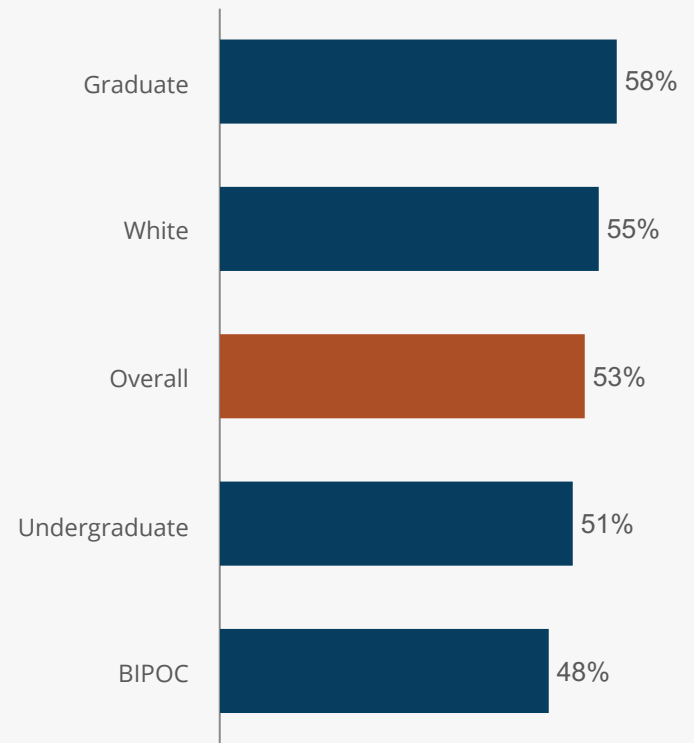


## Differences in Knowledge of Resources and Policies

Some demographic groups were less likely to agree that they knew about campus resources and policies relevant to sexual and interpersonal violence.

BIPOC and undergraduate students were less likely to agree that they knew this information compared to White and graduate students.

Fig. 22 Differences in knowledge of campus resources and policies





Findings

# **Campus Climate**

## Campus Culture

Students were asked about the culture of sexual harassment at University of Connecticut, and their perceptions of the University's efforts to prevent and respond to sexual and interpersonal violence. Their responses were scored on a scale from 1 to 4, with 4 being a positive response.

On average, students slightly agreed that it is uncommon for people at the school to make sexist comments or jokes, and that the University is doing a good job of trying to prevent sexual and interpersonal violence from occurring, and of holding perpetrators accountable.

2.6<sub>/4</sub>

**Campus Culture**

1 = negative response  
4 = positive response



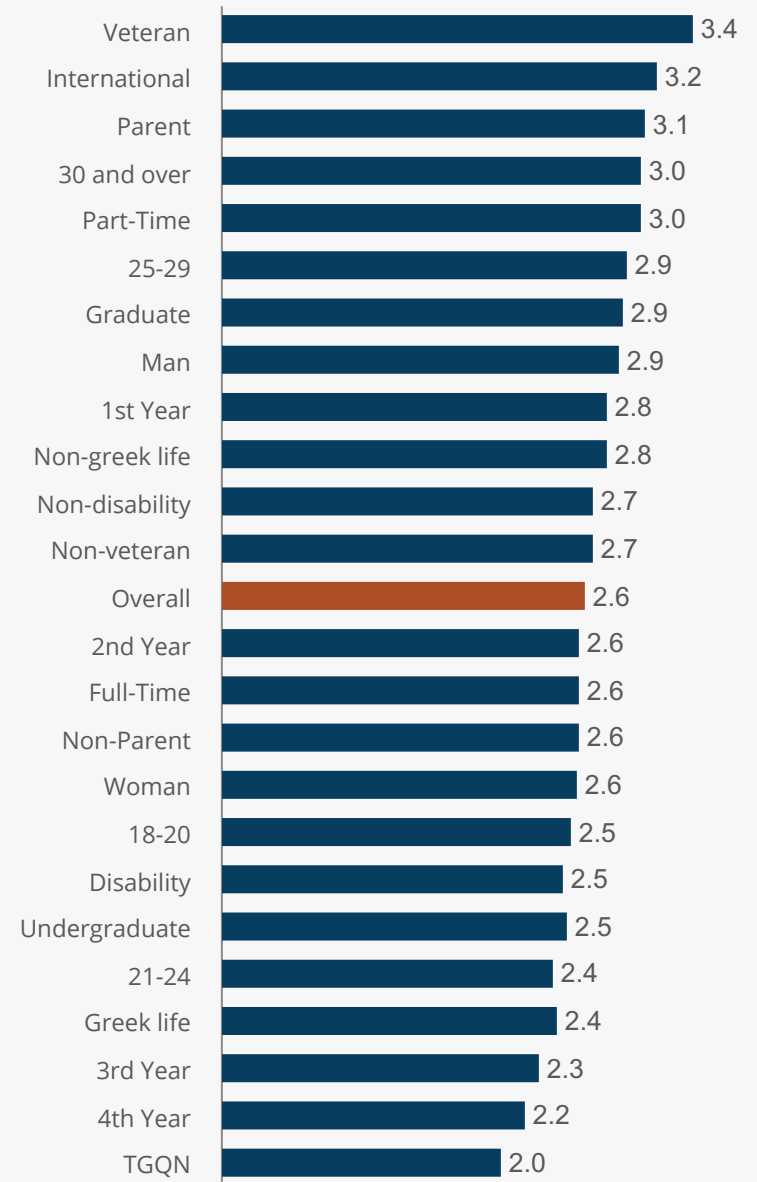
## Differences in Perception of Campus Culture

Perceptions about the culture of sexual harassment at the University varied among demographic groups.

The following groups had a less favorable view of the campus culture and were less likely to agree that the school is doing a good job of preventing and responding to sexual and interpersonal violence compared to their respective counterparts:

- TGQN students and women
- Second, third, and fourth year students
- Greek life members
- Students aged 18-24
- Undergraduate and full-time students
- Students with disabilities
- Participants who did not identify as parents or guardians

**Fig. 23 Differences in perception of campus culture**



1 = negative response  
4 = positive response

## Confidence in Reporting

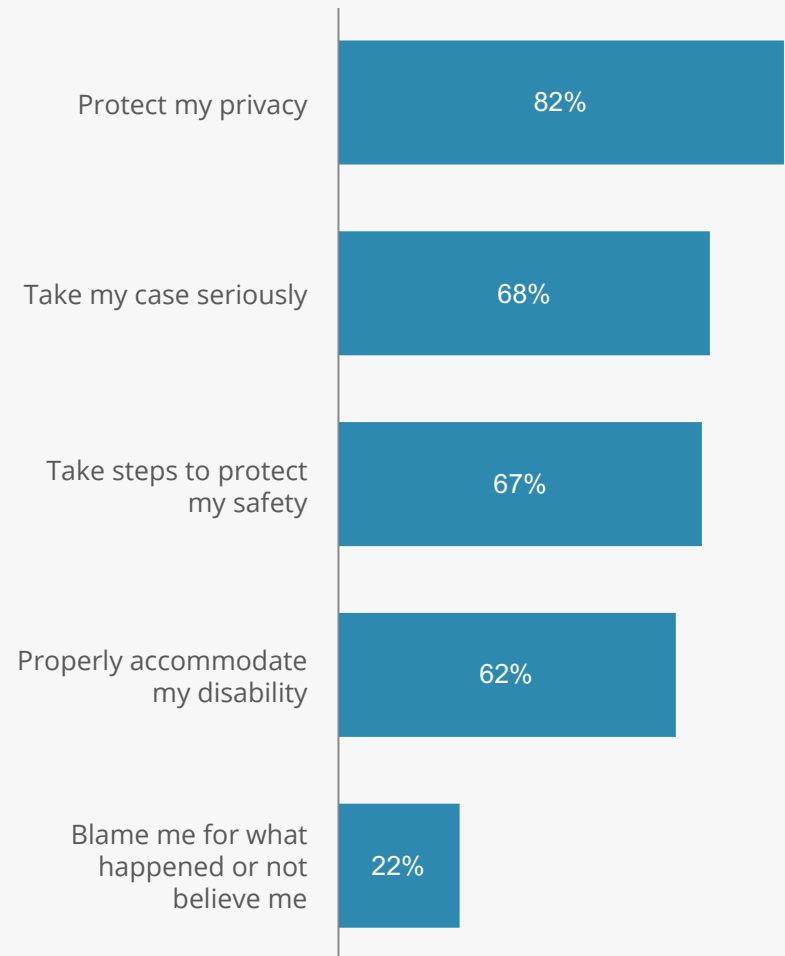
Participants who did not experience an incident of sexual or interpersonal violence in the past year were asked about their confidence in the University's reporting process and campus resources.

Thirty-six percent (36%) of students indicated that they would go to Student Health and Wellness (SHaW), 35% would go to the UConn Police Department, and 46% would go to another employee if they experienced sexual and interpersonal violence.

A majority of students believed that their privacy would be protected if they made a report (82%). Most students believed that their case would be taken seriously (68%) and that the University would take steps to protect their safety (67%). About one in five participants believed that the University would blame them or not believe them about the incident (22%).

Of those who self-identified as having a disability, 62% believed that the University would properly accommodate their disability.

**Fig. 24 If I experienced SIV, I believe University of Connecticut would...**





Findings

# **Personal Experience**

## 29% of Students Experienced Sexual and Interpersonal Violence or Harassment

The survey asked students about their experiences of non-consensual sexual contact, sexual harassment, stalking, and intimate partner violence in the past 12 months. Overall, 29% of participants indicated experiencing at least one form of sexual and interpersonal violence.

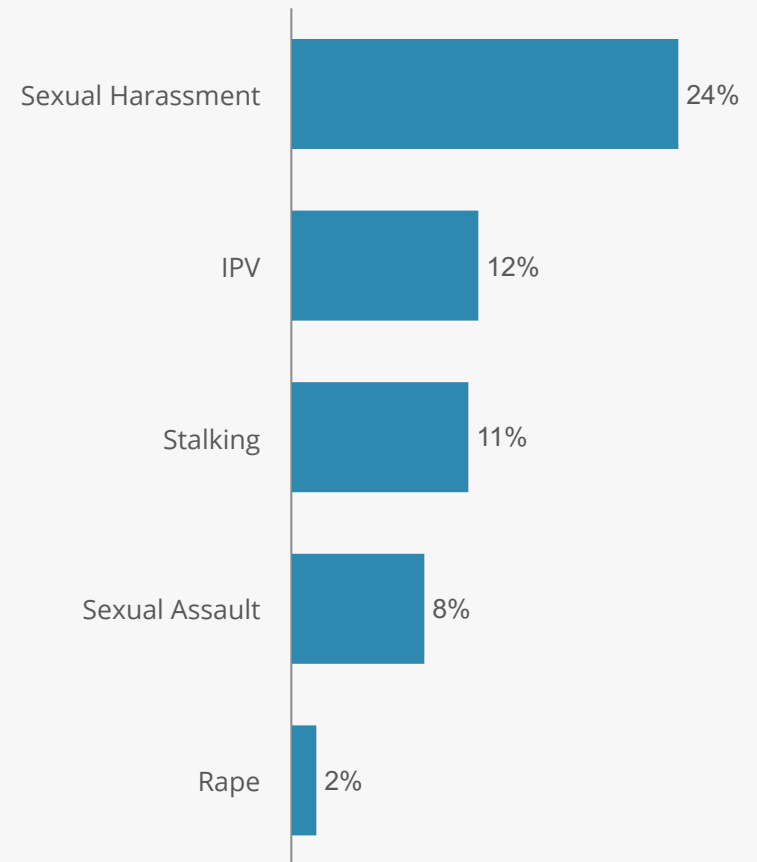
- **24%** experienced sexual harassment
- **12%** experienced intimate partner violence
- **11%** experienced stalking
- **8%** experienced sexual assault
- **2%** experienced rape

### INSIGHTS

Even with an anonymous survey, individuals may be hesitant to disclose experiences of unwanted sexual contact.<sup>1</sup>

1 Hirsch, J. S. & Khan, S. (2020). Sexual citizens: A landmark study of sex, power and assault on campus. WW Norton.

Fig. 25 Prevalence of sexual and interpersonal violence (last 12 months)



**13%** experienced **two or more** instances of sexual and interpersonal violence.

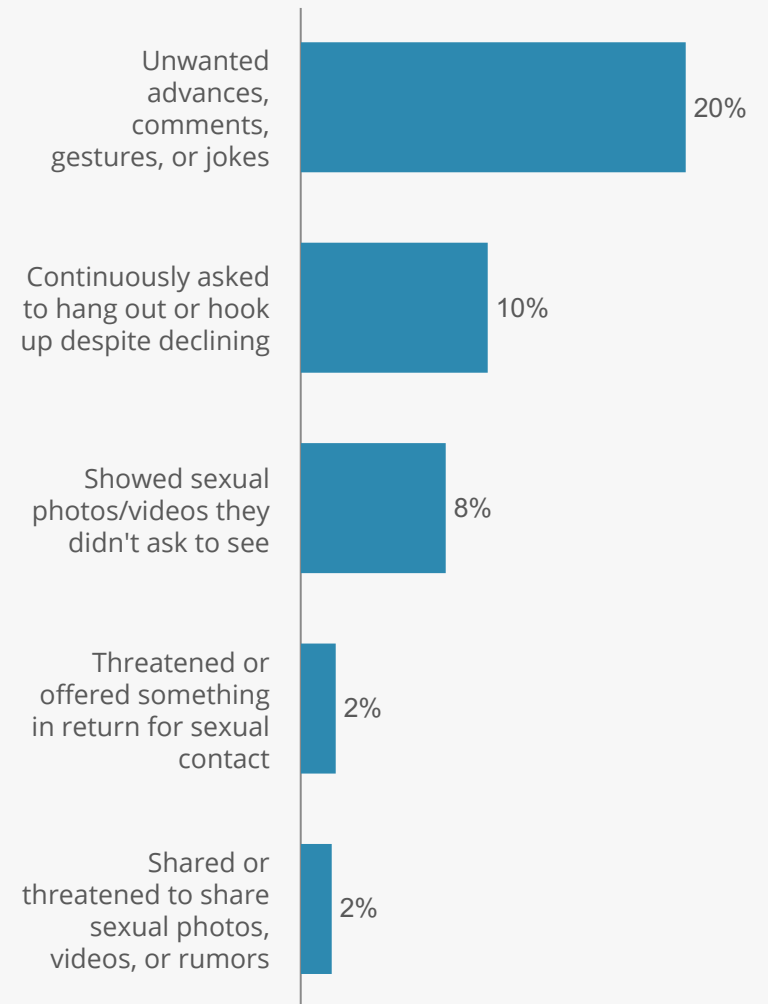
## 24% of Students Experienced Sexual Harassment

The survey asked students about their experiences of sexual harassment in the past 12 months. Overall, 24% of participants indicated experiencing sexual harassment.

The highest percentage of students reported that someone made unwanted sexual advances, comments, gestures, or jokes toward them (20%).

- **10%** indicated someone continuously asked them to hang out or hook up despite saying no
- **8%** indicated someone sent or showed them sexual photos or videos that they did not ask to see
- **2%** indicated someone threatened them or offered something in return for sexual contact
- **2%** indicated someone shared or threatened to share sexual photos, videos, or rumors of them that they did not want shared

Fig. 26 Prevalence of sexual harassment



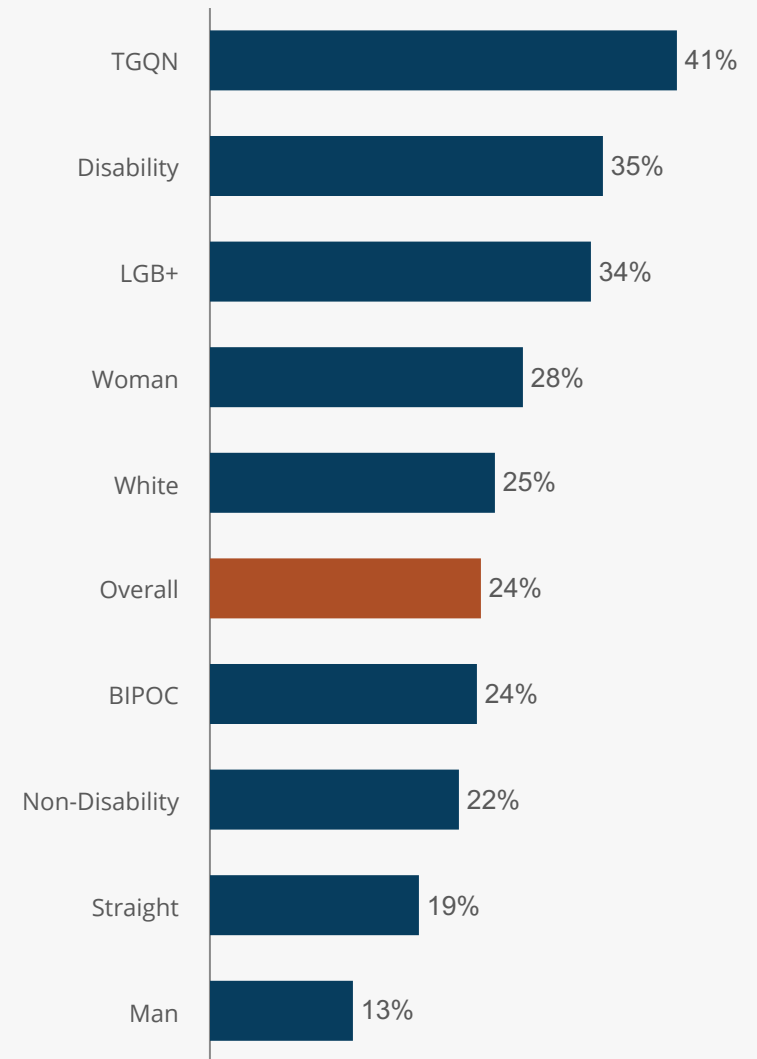


## Differences in Experience of Sexual Harassment

The prevalence of sexual harassment varied among demographic groups.

- TGQN students and women were more likely to report experiencing sexual harassment than men.
- Students with disabilities were more likely to report experiencing sexual harassment than their counterparts.
- LGB+ students were more likely to report experiencing sexual harassment than straight students.
- White students were more likely to report experiencing sexual harassment than BIPOC students.

Fig. 27 Prevalence of sexual harassment by demographics

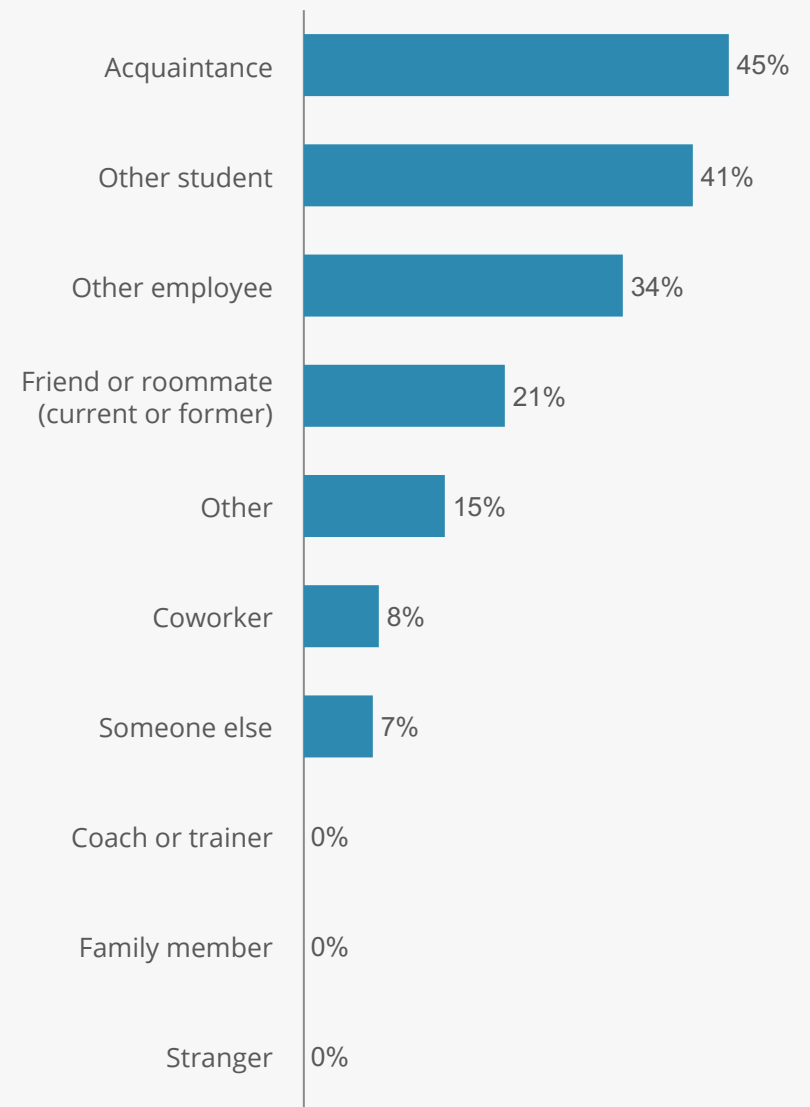


## Perpetrators of Sexual Harassment

Students who experienced sexual harassment in the past year were asked what their relationship was with the person(s) who engaged in that behavior.

The highest percentage of students indicated that the perpetrator was an acquaintance, friend of a friend, or someone they just met (45%), followed by a another student (41%) and an employee other than a professor, TA, RA, coach or trainer (34%).

**Fig. 28 Perpetration of sexual harassment**



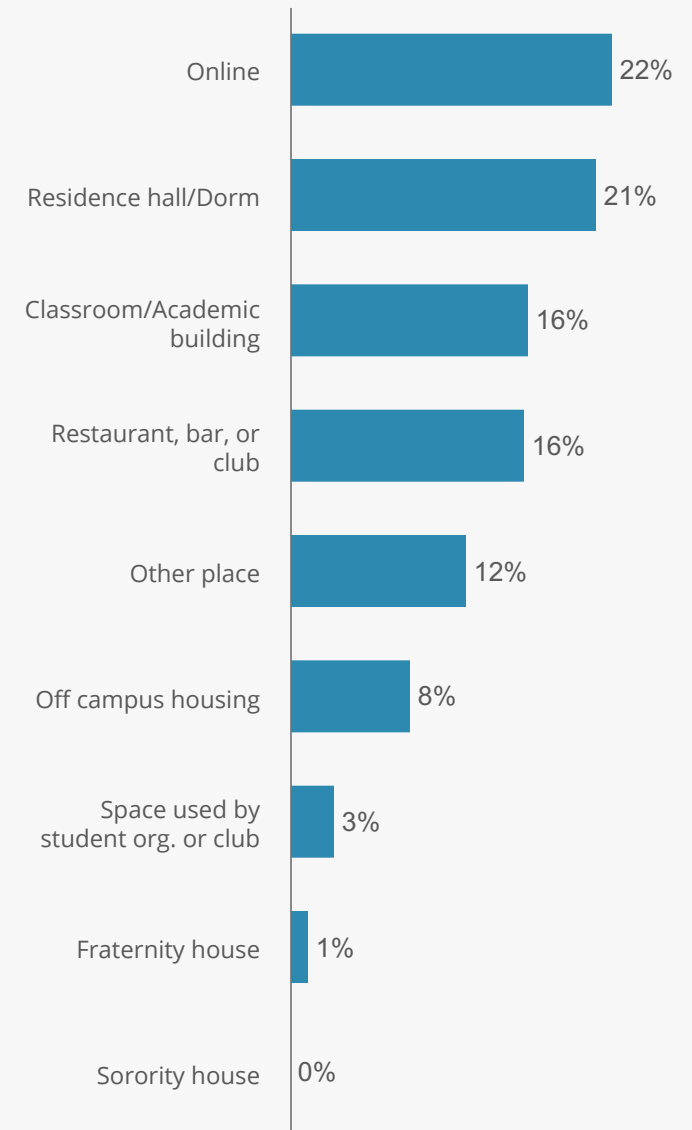
'Other' includes boss or supervisor, professor, TA or RA, and unsure.

## Locations Where Sexual Harassment Occurred

Students who experienced sexual harassment in the past year were asked about where the incident took place.

The highest percentage of students indicated that the incidents occurred online (22%), at a residence hall or dorm (21%), at a classroom or other academic building (16%), and at a restaurant, bar, or club (16%).

**Fig. 29 Prevalence of sexual harassment by location**



## Reporting of Sexual Harassment

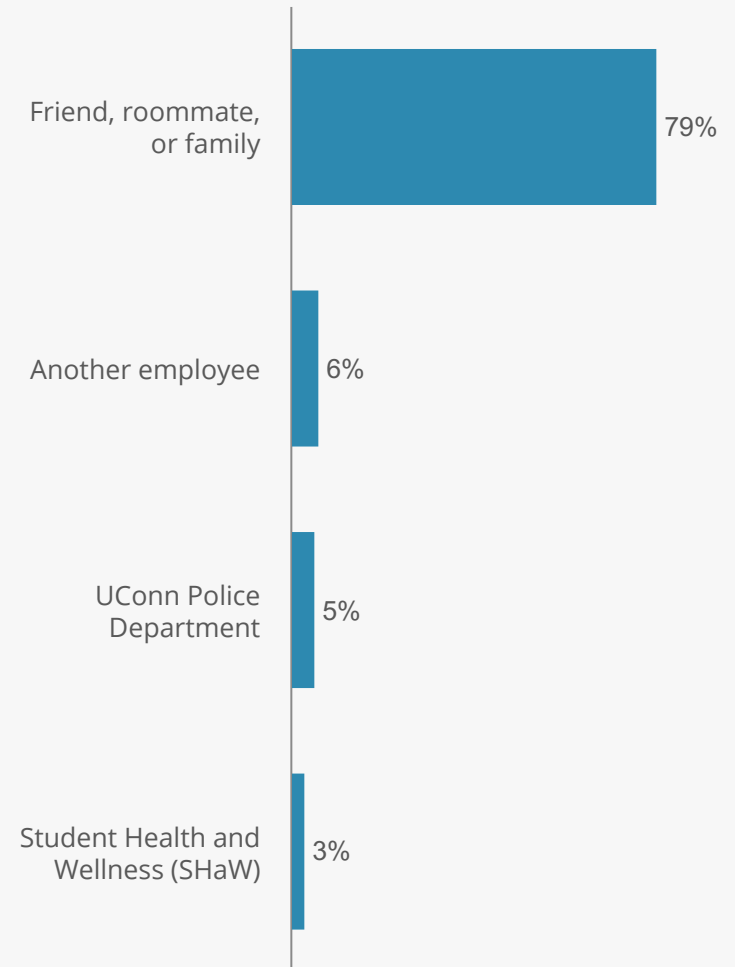
Students who indicated experiencing sexual harassment in the past year were asked if they told someone about the incident.

While most students told a friend, roommate, or family member (79%), a majority did not report the incident to the University.

- **5%** contacted the UConn Police Department
- **3%** contacted Student Health and Wellness (SHaW)
- **6%** contacted another campus employee

BIPOC students were less likely to tell a campus employee about the incident than White students (0% vs. 11%).

Fig. 30 Reporting of sexual harassment



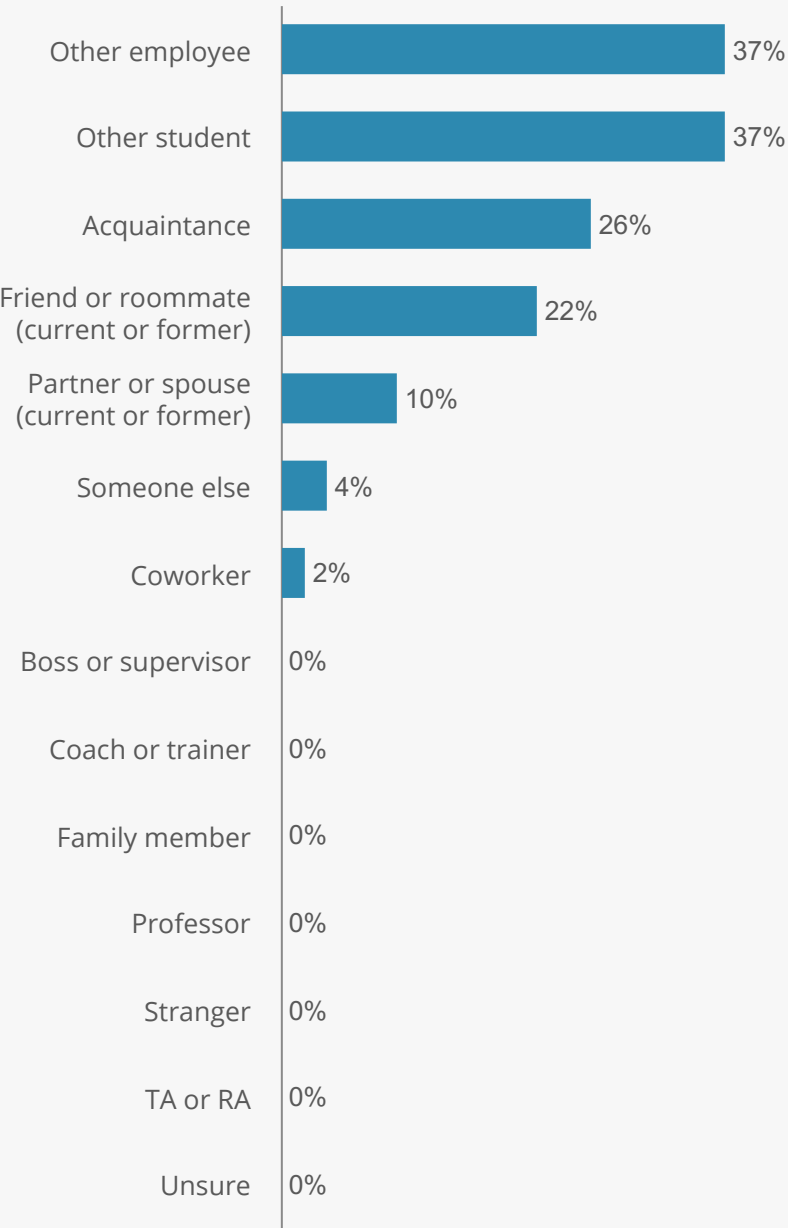
# 8% of Students Experienced Sexual Violence

Overall, 8% of participants indicated that they experienced sexual assault and/or rape in the past year. No statistically significant differences in prevalence were observed across demographic groups.

Students who experienced sexual violence in the past year were asked what their relationship was with the person(s) who engaged in that behavior.

The highest percentage of students indicated that the perpetrator was an employee other than a professor, TA, RA, or coach or trainer (37%), followed by another student (37%) and an acquaintance, friend of a friend, or someone they just met (26%).

Fig. 31 Perpetration of sexual violence



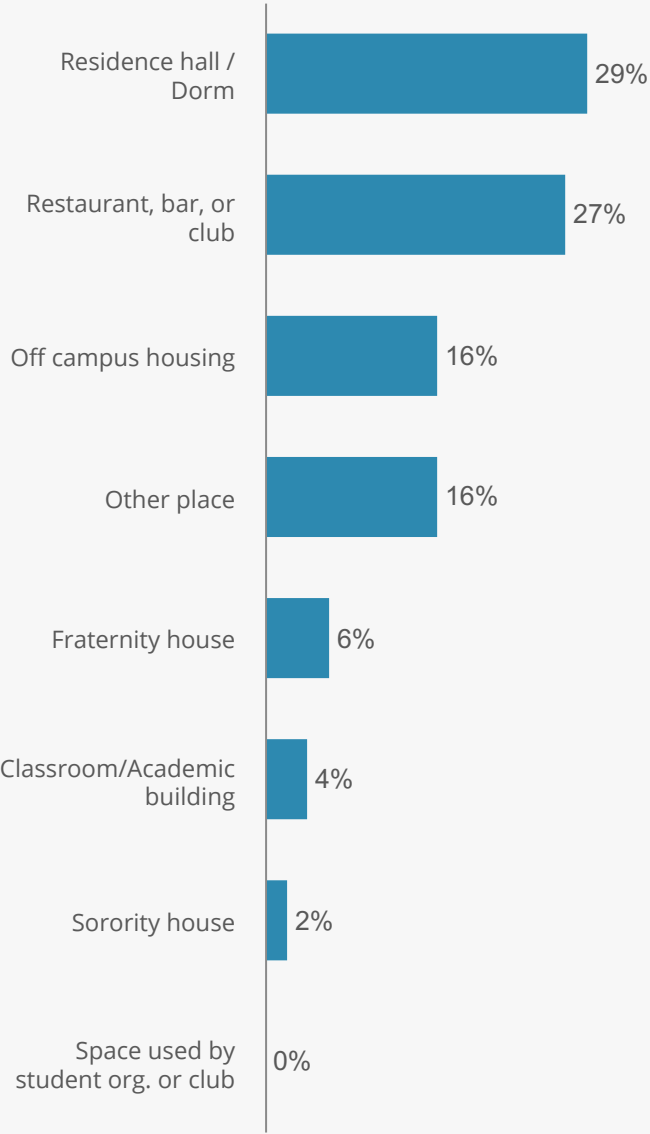


# Locations Where Sexual Violence Occurred

Students who experienced sexual assault and/or rape in the past year were asked about where the incident took place.

The highest percentage of students indicated that the incident occurred at a residence hall or dorm (29%), followed by a restaurant, bar, or club (27%) and off campus housing (16%).

Fig. 32 Prevalence of sexual violence by location



## Reporting of Sexual Violence

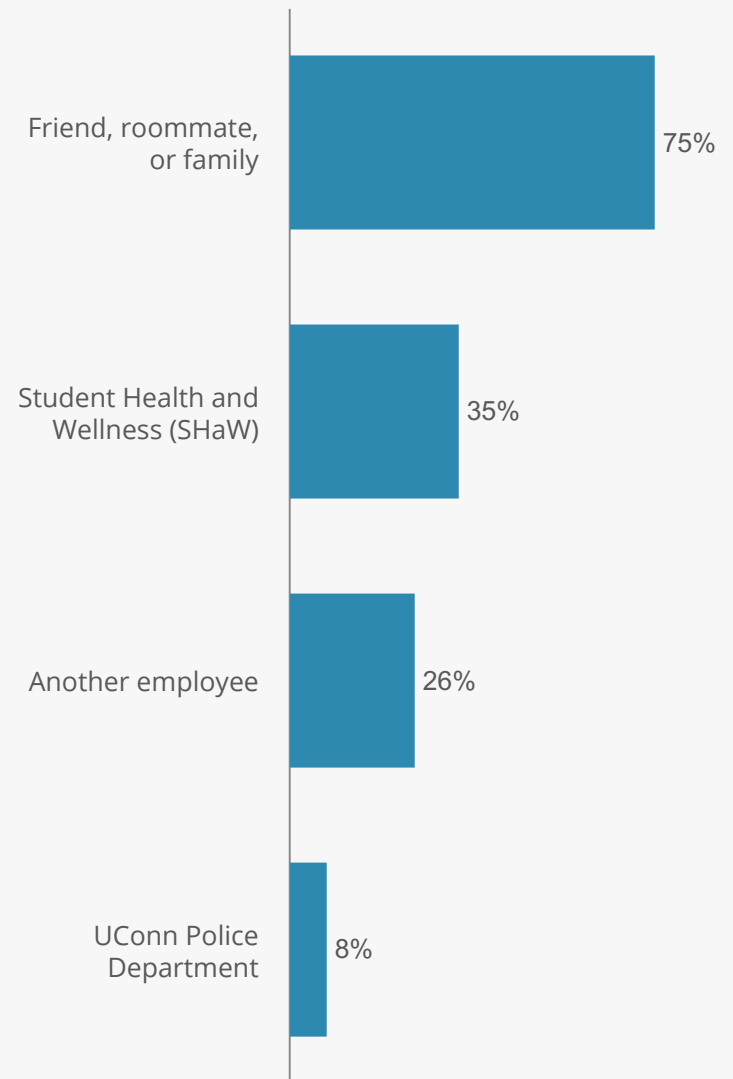
Students who experienced sexual assault and/or rape in the past year were asked if they told someone about the incident.

A majority of students told a friend, roommate, or family member (75%) about the incident.

- **35%** contacted Student Health and Wellness (SHaW)
- **8%** contacted the UConn Police Department
- **26%** contacted another campus employee

BIPOC students were less likely to contact SHaW than White students (0% vs. 46%).

Fig. 33 Reporting of sexual violence



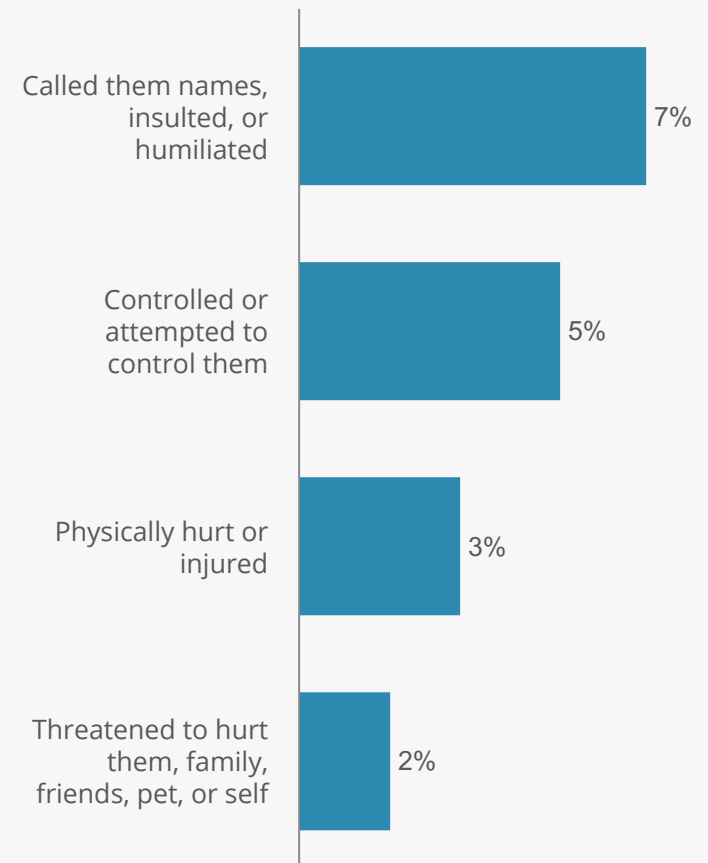
## 12% of Students Experienced Intimate Partner Violence

The survey asked students about their experiences of intimate partner violence (IPV) in the past year. Overall, 12% of participants indicated experiencing IPV.

The highest percentage of students reported that an intimate partner called them names, insulted, or humiliated them (7%).

- **5%** indicated a current or former partner controlled or attempted to control them physically, emotionally, or financially
- **3%** indicated a current or former partner physically hurt or injured them
- **2%** indicated a current or former partner threatened to hurt them, their family, friends, pets or threatened to hurt themselves

Fig. 34 Prevalence of intimate partner violence

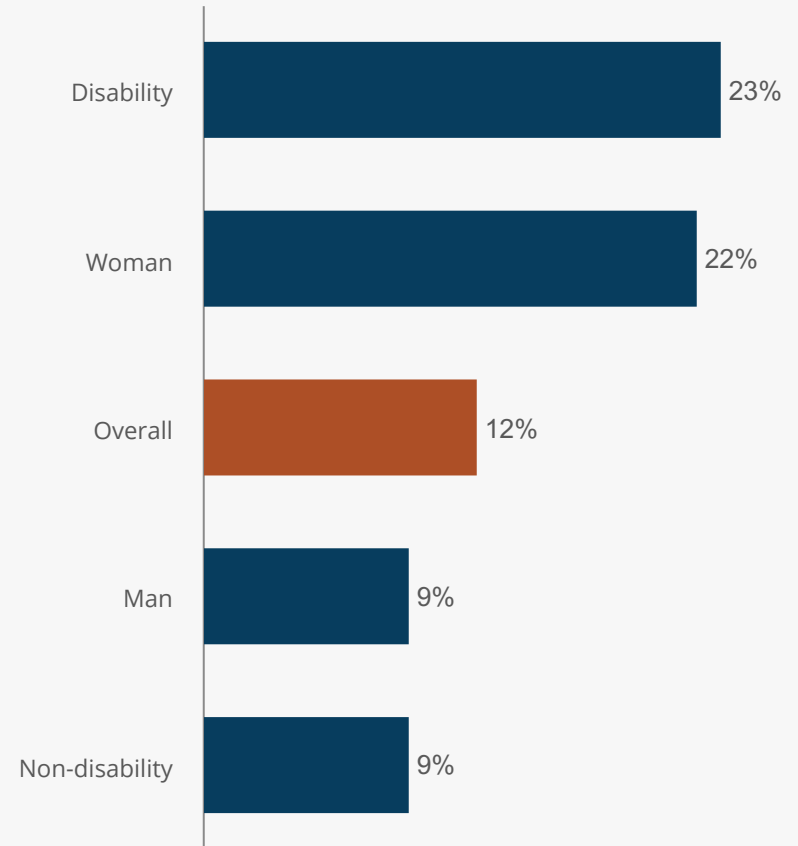


## Differences in Experience of Intimate Partner Violence

The prevalence of intimate partner violence (IPV) varied by disability status and gender identity.

- Students with disabilities were more likely to report experiencing IPV than their counterparts.
- Women were more likely to report experiencing IPV than men.

Fig. 35 Prevalence of intimate partner violence by demographics



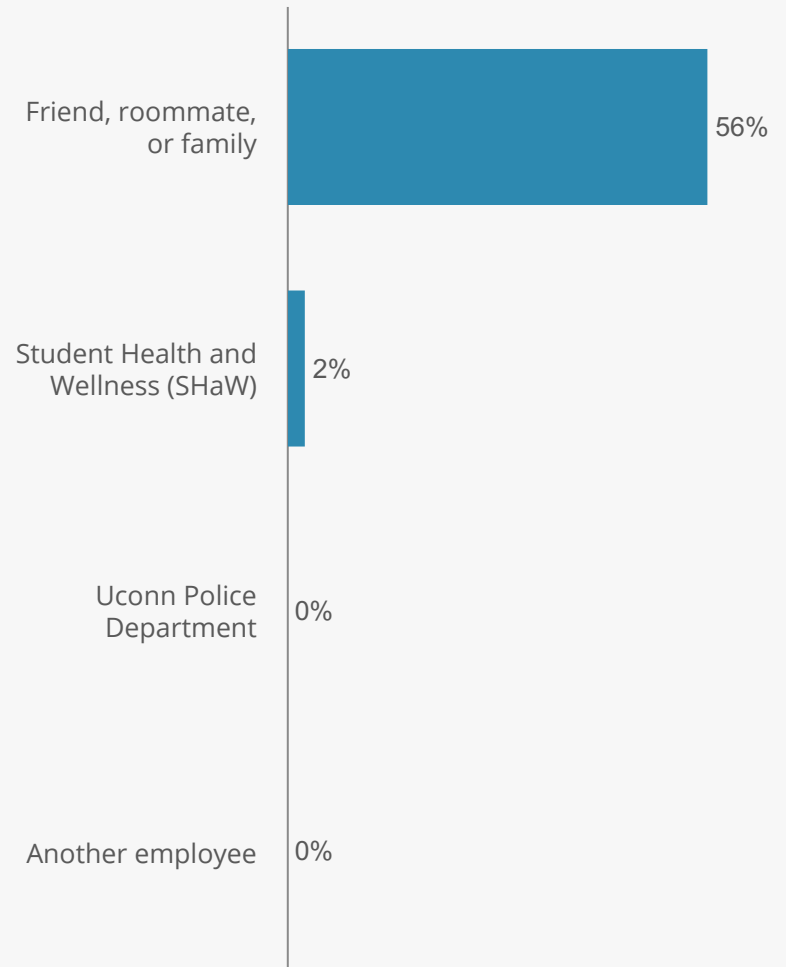
## Reporting of Intimate Partner Violence

Students who indicated experiencing intimate partner violence in the past year were asked if they told someone about the incident.

While a slight majority of students told a friend, roommate, or family member (56%), most did not report the incident to the University.

- **2%** contacted Student Health and Wellness (SHaW)
- None contacted the Uconn Police Department or another campus employee

Fig. 36 Reporting of intimate partner violence





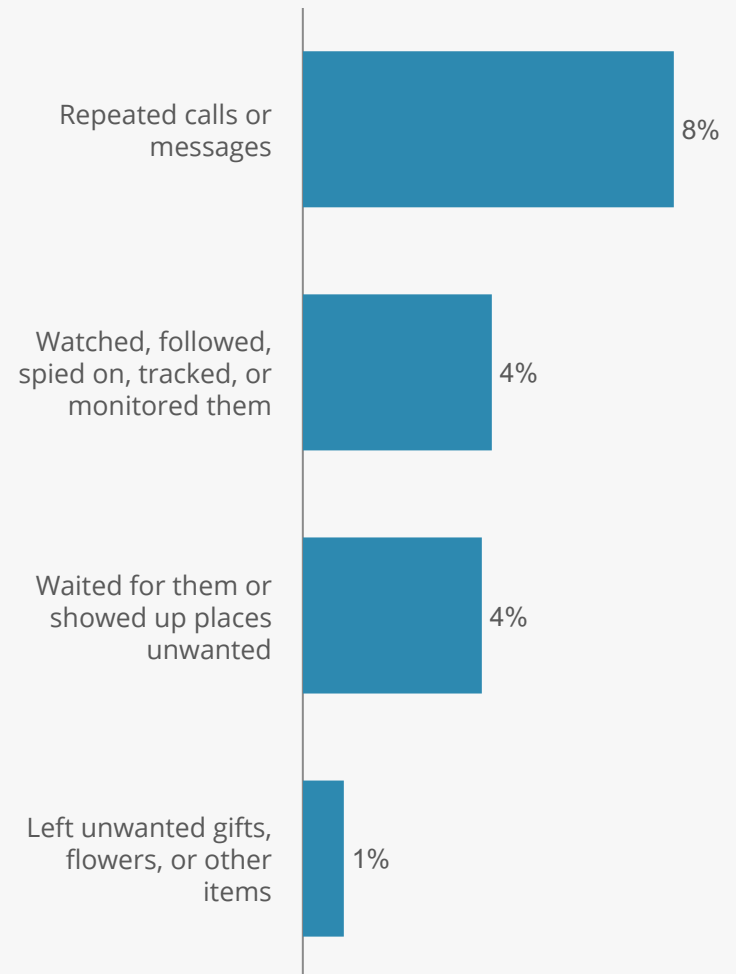
## 11% of Students Experienced Stalking

Students were asked about stalking situations when someone acted in a way that seemed obsessive or made them concerned for their safety in the past year. Overall, 11% of participants indicated experiencing at least one form of stalking.

Students most frequently reported that someone repeatedly called them or sent unwanted messages (8%).

- 4% indicated someone watched, followed, spied on, tracked, or monitored them
- 4% indicated someone waited for them or showed up in places when they didn't want them there
- 1% indicated someone left them unwanted gifts, flowers, or other items

Fig. 37 Prevalence of stalking by behavior

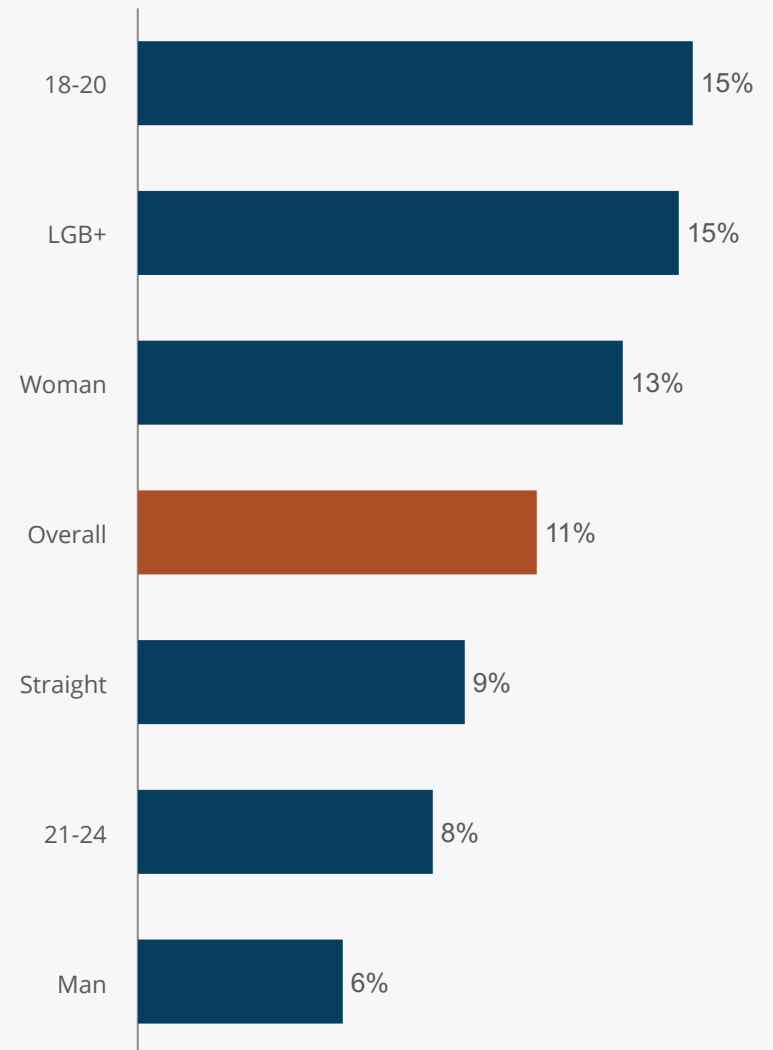


## Differences in Experience of Stalking

The prevalence of stalking varied by age, sexual orientation, and gender identity.

- Students aged 18-20 were more likely to report experiencing stalking than students aged 21-24.
- LGB+ students were more likely to report experiencing stalking than straight students.
- Women were more likely to report experiencing stalking than men.

Fig. 38 Prevalence of stalking by demographics

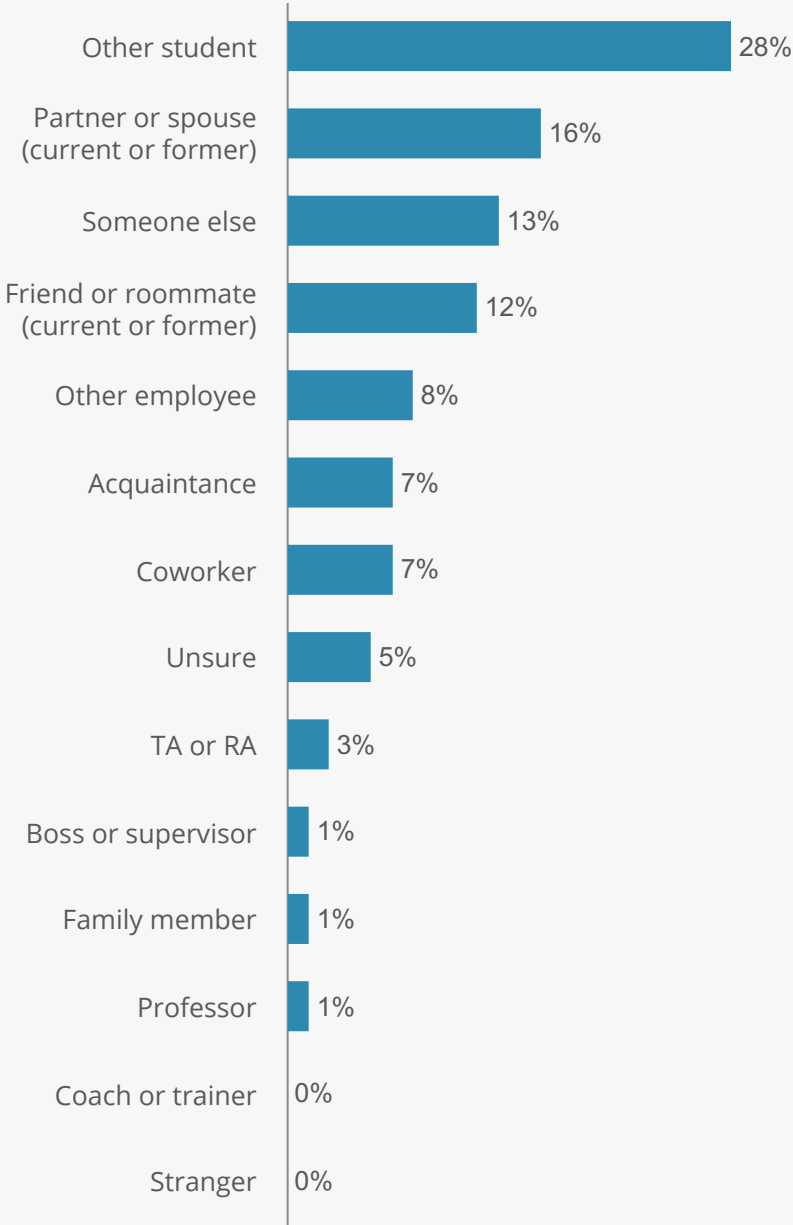


# Perpetrators of Stalking

Students who experienced stalking in the past year were asked what their relationship was with the person(s) who engaged in that behavior.

The highest percentage of students indicated that the perpetrator was another student (28%), followed by a current or former partner or spouse (16%).

Fig. 39 Perpetration of stalking



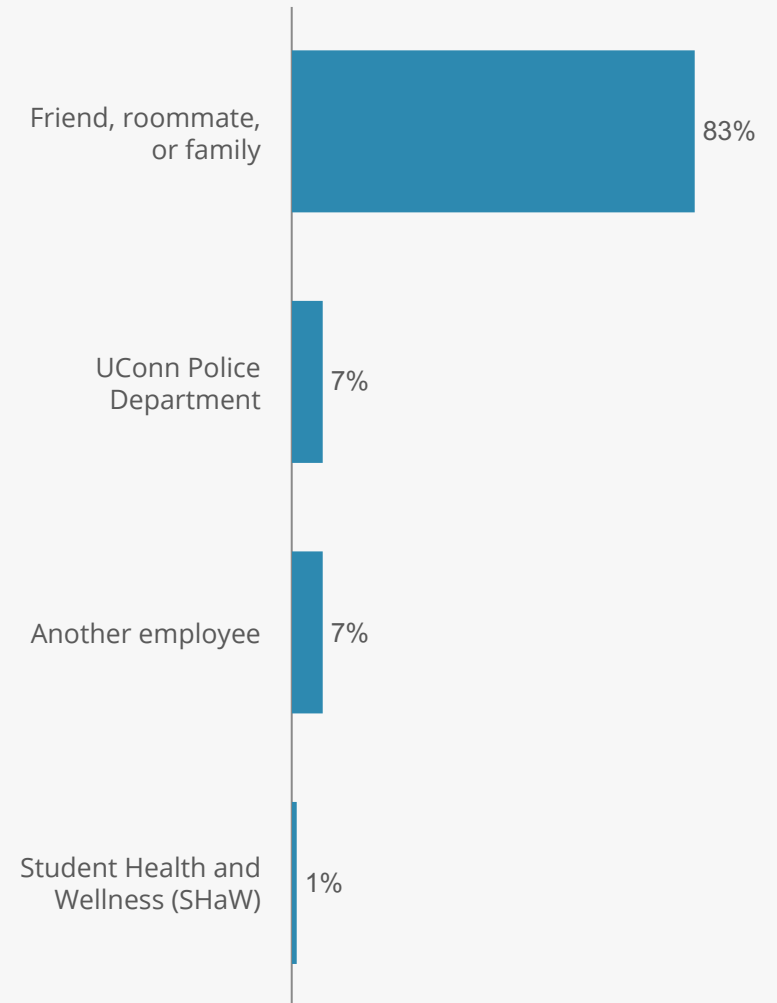
## Reporting of Stalking

Students who indicated experiencing stalking in the past year were asked if they told someone about the incident.

While most students told a friend, roommate, or family member (83%), a majority did not report the incident to the University.

- **7%** contacted the UConn Police Department
- **1%** contacted Student Health and Wellness (SHaW)
- **7%** contacted another campus employee

Fig. 40 Reporting of stalking





Findings

# Reporting



## Reasons Students Did Not Report

Students who indicated experiencing sexual or interpersonal violence but did not report it were asked about reasons they did not contact a campus official about the incident.

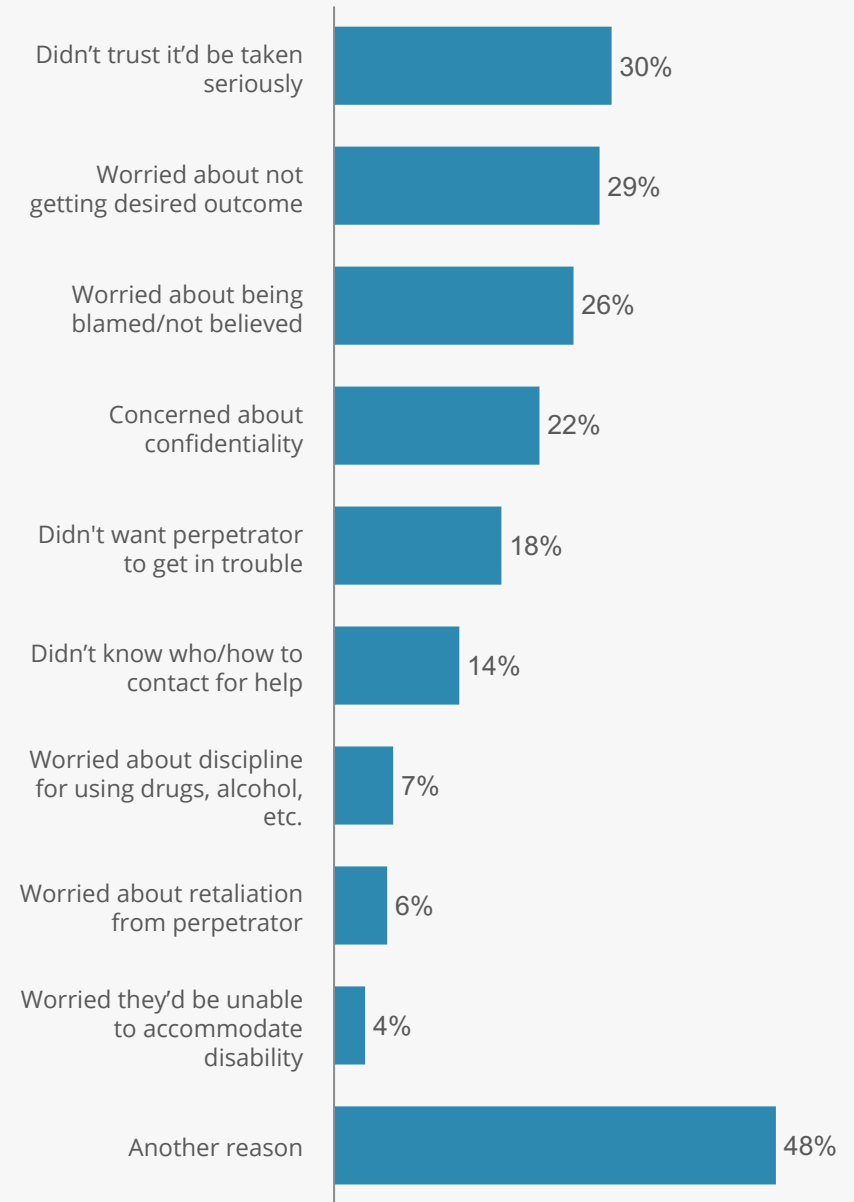
The most common reasons why students did not report the incident were they did not trust that the report would be taken seriously (30%), they worried they would not get the outcome they were looking for (29%), and they were worried about being blamed for the incident or not believed (26%).

### INSIGHTS

Research shows that students commonly don't report sexual misconduct due to feelings of shame and embarrassment, not wanting friends/family to know, or wanting to handle it themselves.<sup>2</sup>

2 Mennicke, A., Bowling, J., Gromer, J., & Ryan, C. (2021). Factors Associated With and Barriers to Disclosure of a Sexual Assault to Formal On-Campus Resources Among College Students. *Violence Against Women*, 27(2), 255–273.

**Fig. 41 Reasons participants did not report sexual or interpersonal violence**



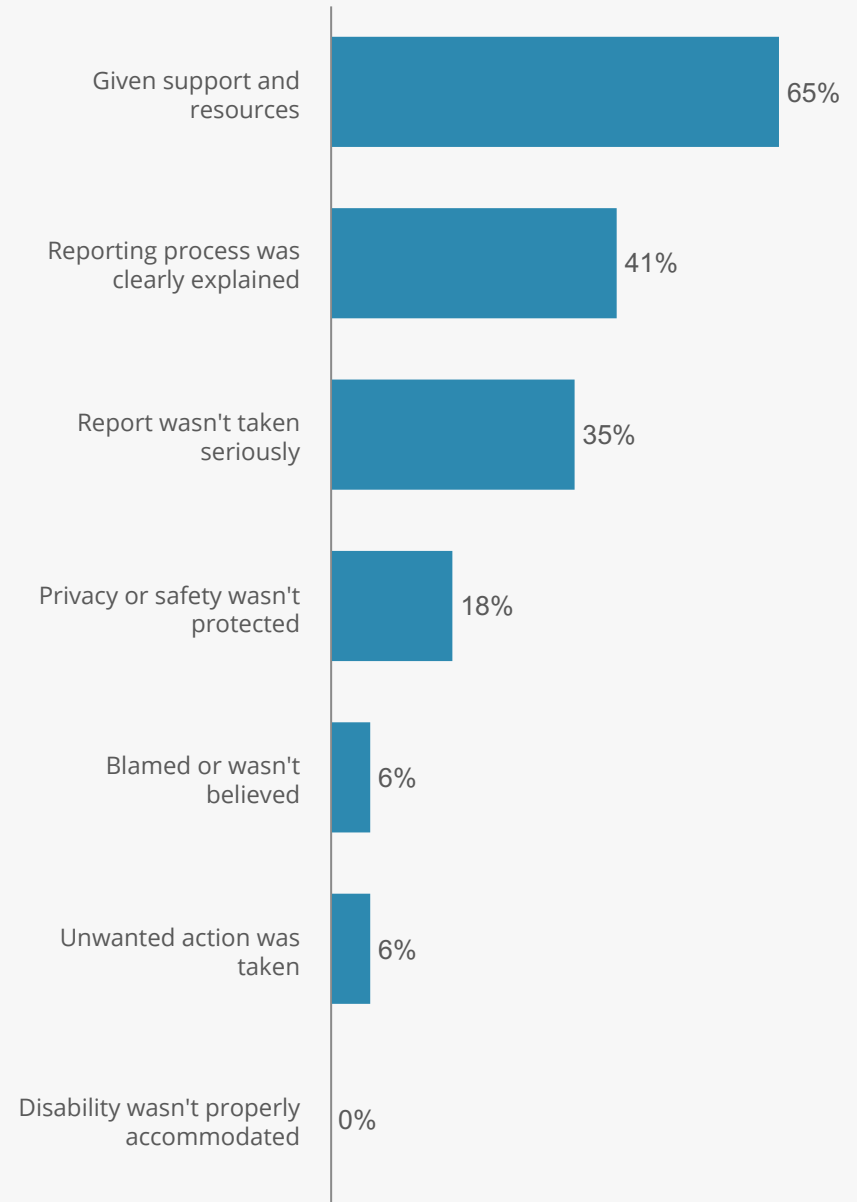
## Experiences with the Reporting Process

Students who experienced sexual or interpersonal violence in the past year and told a campus official were asked about their experience reporting the incident.

While a majority of students indicated that they were provided support and resources (65%), fewer than half said that the reporting process was clearly explained to them (41%).

About a third felt that their disclosure was not taken seriously (35%), and 18% felt that their privacy or safety was not protected. Six percent (6%) felt that they were blamed or not believed, and that the University took action which the student did not want to happen.

Fig. 42 Experiences reporting sexual or interpersonal violence





Findings

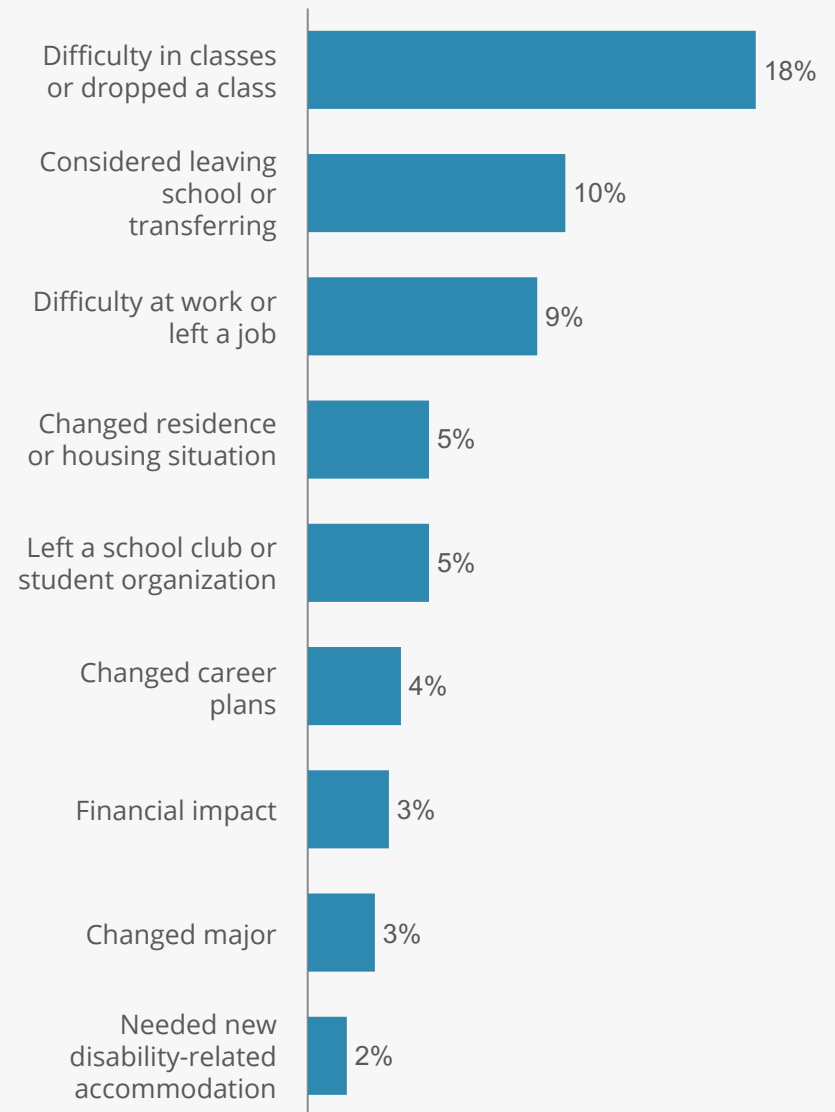
# Impacts

## Academic, Professional, & Student Life Impacts

Students who indicated experiencing sexual harassment, sexual violence, intimate partner violence, or stalking were asked about impacts they experienced following the incident.

Eighteen percent (18%) of participants reported having difficulty in classes or that they dropped a class. One in ten considered leaving school or transferring (10%) and 9% reported having difficulty at work or that they left a job or internship.

**Fig. 43 Impacts on academic, professional, or student life**



## Mental Health Impacts

Students who indicated experiencing sexual harassment, sexual violence, intimate partner violence, or stalking were also asked about whether they experienced certain mental health symptoms in the past year.

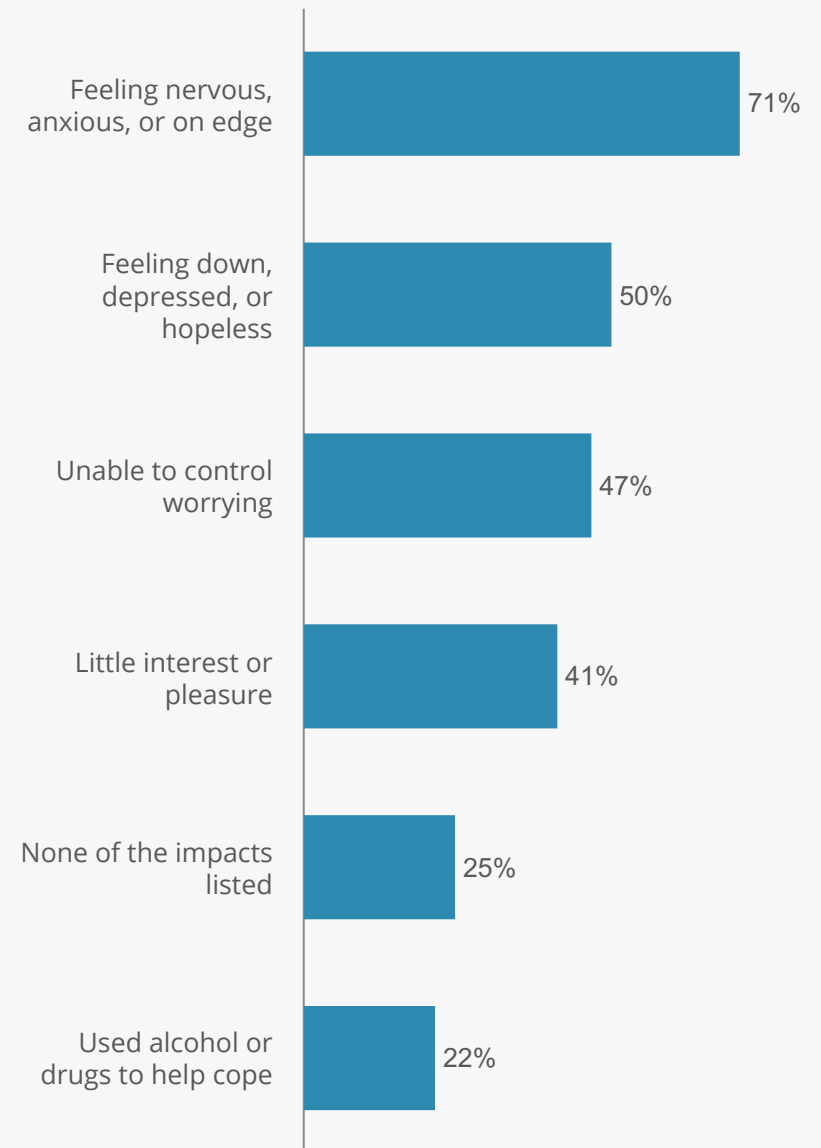
A majority of students reported that they felt nervous, anxious, or on edge (71%). About half reported that they felt down, depressed, or hopeless (50%), and 47% were unable to stop or control worrying.

### INSIGHTS

The COVID-19 pandemic has been linked to an increase in anxiety, depression, and social isolation among college students. A sense of belonging with their college campus may be a protective factor.<sup>3</sup>

<sup>3</sup> Gopalan, M., Linden-Carmichael, A., & Lanza, S. (2022). College Students' Sense of Belonging and Mental Health Amidst the COVID-19 Pandemic. *The Journal of Adolescent Health*, 70(2), 228–233.

Fig. 44 Impacts on mental health







Findings

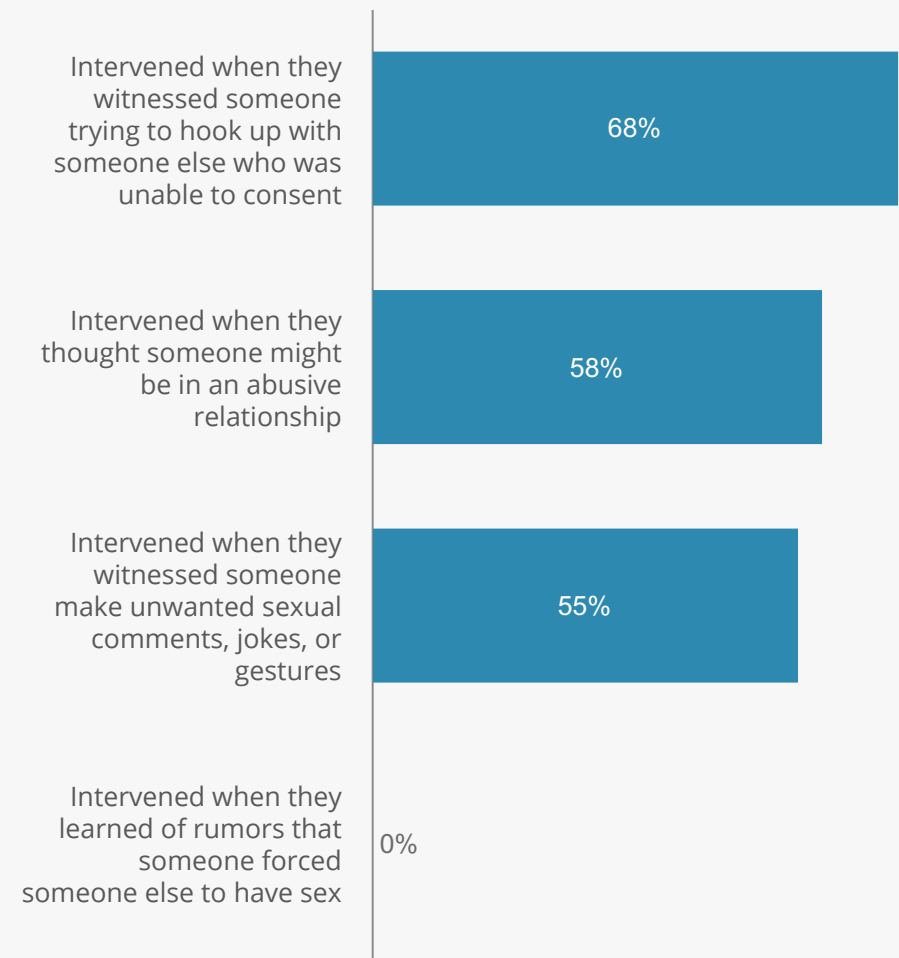
# **Bystander Intervention**

## Bystander Behaviors

Students were asked if they witnessed certain situations of sexual and interpersonal violence (SIV) in the past year and, if so, how they responded to those situations.

- **28%** thought someone might be in an abusive relationship. Among those, 58% intervened in some way.
- **21%** witnessed someone trying to hook up with someone else who was passed out or unable to consent. Among those, 68% intervened in some way.
- **18%** witnessed someone make unwanted sexual comments, jokes, or gestures. Among those, 55% intervened in some way.
- **4%** learned of rumors that someone forced someone else to have sex. Among those, none intervened.

**Fig. 45 Percentage of students who intervened after witnessing an incident of SIV**

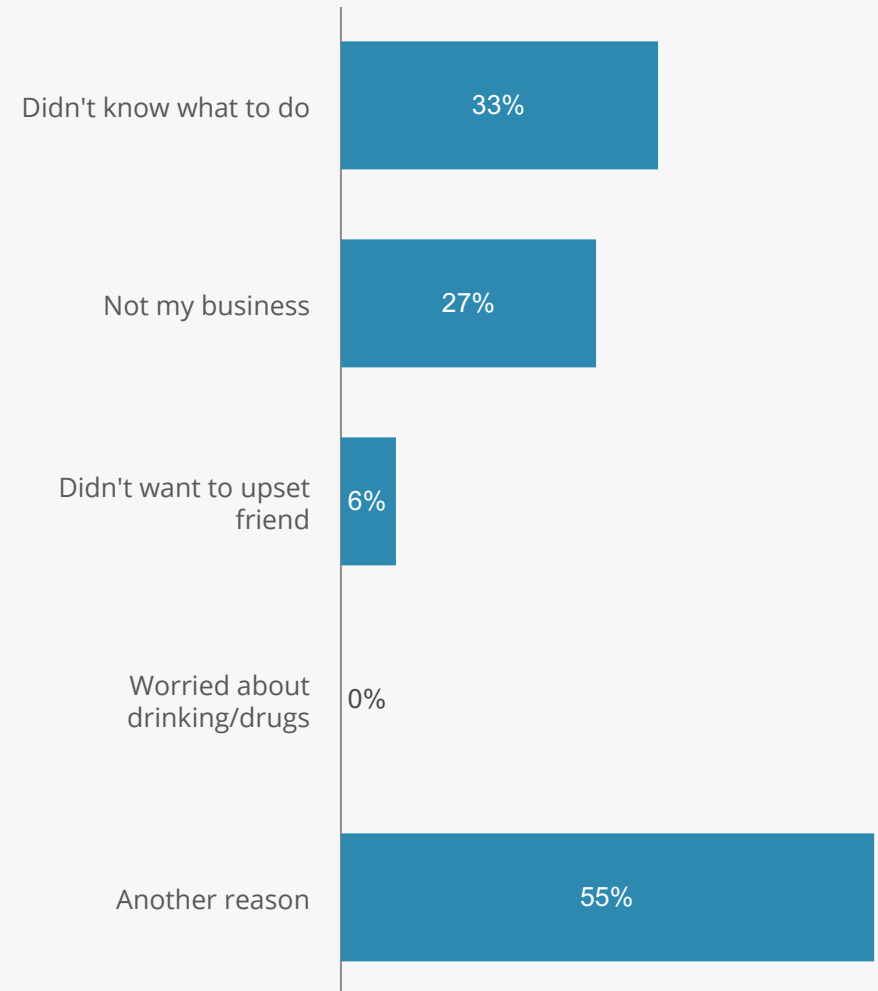


## Why Students Did Not Intervene

Students who witnessed certain situations of sexual and interpersonal violence in the past year were asked about reasons why they did not intervene.

- **33%** were not sure what to do
- **27%** felt it was not their business
- **6%** did not want to upset a friend
- **55%** did not intervene for another reason

Fig. 46 Reasons students did not intervene





# Recommendations

## Recommendations

Included on the following pages are recommendations to address key findings from the University of Connecticut Student Experience Survey. We recognize that it may not be feasible to implement all of these recommendations, but this list serves as a starting point for you to develop an evidence-based action plan.

Any mention of specific programs is not an endorsement of the program, but a recommendation that was developed based on evidence of risk and protective factors for sexual and interpersonal violence, effectiveness, accessibility, and input from experts.

Research supports that effective programming should 1) be implemented at several [socio-ecological](#) levels, 2) utilize various approaches, 3) and occur often. Research also shows that retention of knowledge and skills tends to decline after three months, highlighting the importance of frequent training and programming.<sup>4</sup>

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4 McMahon, S., Steiner, J. J., Snyder, S., & Banyard, V. L. (2021). Comprehensive Prevention of Campus Sexual Violence: Expanding Who Is Invited to the Table. *Trauma, Violence, & Abuse*, 22(4), 843–855.

## Developing an Action Plan

An action plan can help you implement and track the effectiveness of the prevention efforts at your institution over time.

Considerations when developing the action plan:

- 1 Collaborate with a diverse group of campus stakeholders.** When developing and implementing the action plan you may choose to include students, faculty/staff, leadership, and community partners, among others. This group should be representative of the entire campus population.
- 2 Tailor the action plan to your institution.** Our recommendations are broad and should be considered within the context, needs, and culture of your institution. An effective action plan should include a specific goal, actionable steps, allocation of resources, a timeline, and a plan for monitoring and evaluating progress.
- 3 Be transparent.** Every campus community member has a vested interest in reducing sexual and interpersonal violence. Being open and honest when communicating about the action plan can help build trust.

## Key Findings

### **TGQN, LGB+, and students with disabilities reported a lower sense of belonging, equity, and well-being.**

These groups were also more likely to experience sexual misconduct.

[pg. 13-15](#)

## Recommendations

1. Evaluate current steps being taken to protect students' physical and emotional safety and improvements that can be made.
2. Provide space for sharing, building skills related to inclusive practices, and strengthening a sense of belonging.
3. Provide programming that addresses rape myths, gender norms, and unhealthy relationship dynamics.
4. Strengthen and expand services provided on campus for TGQN students, LGB+ students, and students with disabilities.
5. Provide education on prevention and sex education that is comprehensive and inclusive.
6. Address systemic and cultural discrimination of gender and sexual minorities and students with disabilities on campus.



## Key Findings

### **Students expressed concerns about the campus culture and their confidence in reporting to the University**

- Women, TGQN, LGB+, students in Greek Life, and students with disabilities reported a less positive sense of the campus culture
- 22% of students thought they would be blamed if they reported an incident
- 38% of students were worried they would not receive accommodations
- 33% felt their safety would not be protected

[pg. 20-22](#)

## Recommendations

1. Consider conducting focus groups to better understand the experiences of students and their perceptions of the campus culture.
2. A low campus culture score indicates students believe the institution should be doing more to prevent sexual and interpersonal violence and hold perpetrators accountable.
3. Increase the type and frequency of prevention programming for students including policy awareness campaigns.
4. Transparently communicating how the University plans to address these survey findings can help improve perceptions of the campus culture and of accountability.

## Key Findings

**More than 1 in 3 of those who experienced sexual harassment and violence said the perpetrator was an employee\***

\*An employee other than a professor, TA, RA, or coach or trainer

[pg. 27](#) and [30](#)

## Recommendations

1. Evaluate training requirements for staff and bolster those trainings as necessary.
2. Evaluate policies including hiring processes, sanctions, promotions, training, and background checks. Ensure proper protections against retaliation are in place.

## Key Findings

### **There is room to improve students' knowledge of policies and resources.**

- 58% did not know how to help a friend if they experienced sexual misconduct
- 50% did not know Title IX protections and 53% did not know about the Title IX coordinator
- 46% of students did not know what happens when a report is made

[pg. 17](#)

## Recommendations

1. Review all policies to ensure they are explained in plain language that avoids legal jargon.
2. Increase awareness of policies through targeted educational efforts. Students are more likely to remember policies if they are exposed to them in various formats at various times throughout their academic career.
3. Place policy information in accessible, commonly viewed areas, such as dining halls, bathrooms, class syllabi, and on your website. Clearly and succinctly explain the Title IX reporting process to help students make an informed decision about whether to report an incident to the school.
4. Consider aiming extra education efforts toward groups who reported a lower awareness of policies and resources, such as undergraduate and BIPOC students.

## Key Findings

### **59% of students that reported said the process was not clearly explained**

Reporting was low overall. Common reasons students did not report include:

- Worried it would not be taken seriously
- Worried they would not get the outcome they wanted
- Worried they would be blamed
- Worried about confidentiality

[pg. 41-42](#)

## Recommendations

1. Regularly train response staff on trauma-informed care and interventions.
2. Address systemic barriers for reporting to law enforcement and work to establish a partnership with police to address violence and harassment.
3. Create a uniform system for explaining the reporting process to students in a way that is trauma-informed and excludes jargon.

## Key Findings

**Many students who experienced sexual misconduct reported mental health impacts.**

[pg. 45](#)

## Recommendations

1. Educate faculty about the role mental health can play in academic performance and the support resources that are available to students.
2. Evaluate whether campus counseling and health services have the capacity to handle students' needs.
3. Ensure that professors and staff are able to identify signs of mental health concerns within the classroom and are equipped with skills to provide support and referrals. Including options for off-campus resources and services.

## Key Findings

### Students may benefit from bystander training.

A third of students that witnessed an incident did not intervene because they did not know what to do and 27% believed it was not their business to intervene.

[pg. 48](#)

## Recommendations

1. Assess current bystander intervention programming and consider increasing and altering programming to meet the specific needs of your student population.
2. Examples of bystander intervention programs supported by research include:
  1. Bringing in the Bystander
  2. Green Dot
  3. The Men's Program
  4. TakeCARE
  5. Take a Stand
  6. The Women's Program
  7. InterAct
  8. SCREAM
  9. OneAct
  10. MVP
  11. RESPECT
  12. Friends Helping Friends
  13. Safe Sisters
  14. The Men's Project
  15. SWAT
  16. U Got This!
  17. Intervene