

UConn | UNIVERSITY OF CONNECTICUT

2025 Report Pursuant to Connecticut General Statutes Section 10a-55m

January – December 2025 | Published in 2026



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

CONTENTS

- I. Policies Regarding Sexual Assault, Stalking and Intimate Partner Violence**
- II. Written Notification of a Victim's Rights and Options**
- III. Sexual Assault, Stalking and Intimate Partner Violence Prevention, Awareness and Risk Reduction Programs and Campaigns**
- IV. Incidents of Sexual Assault, Stalking and Intimate Partner Violence Reported to the Institution & Disciplinary Cases and Outcomes**
- V. Attachment: Policies Regarding Sexual Assault, Intimate Partner Violence and Stalking**
- VI. Attachment: Selected Awareness and Response Materials**
- VII. Attachment: Prevention, Awareness and Risk Reduction Programs**

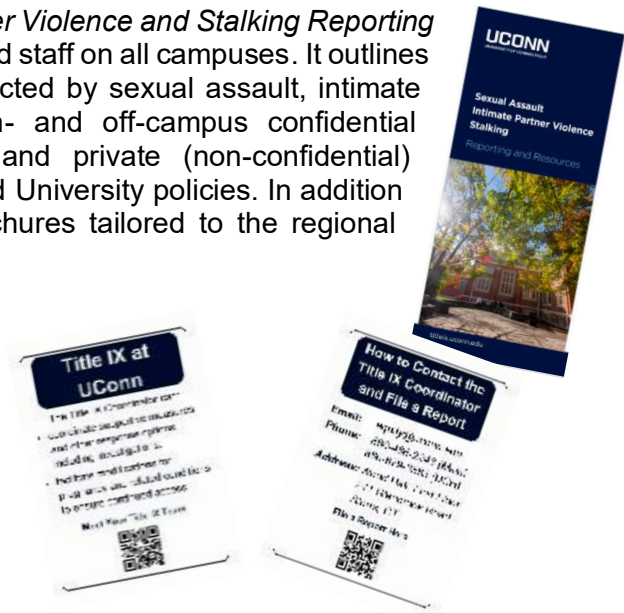
I. Policies Regarding Sexual Assault, Stalking and Intimate Partner Violence

UConn's current policies regarding sexual assault, stalking and intimate partner violence listed below are attached and can be found at titleix.uconn.edu/uconn-policies:

- 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

UConn's brochure, *Sexual Assault, Intimate Partner Violence and Stalking Reporting and Resources*, is available to students, faculty, and staff on all campuses. It outlines resources and reporting options for anyone impacted by sexual assault, intimate partner violence, or stalking. This includes on- and off-campus confidential resources, designated confidential resources, 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.



Title IX at UConn informational cards provide an overview of services, contact information, and a QR code link to the Title IX website. Cards are often distributed to the University community during prevention programs and training sessions.

Impacted individuals are also encouraged to visit 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



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

During the reporting period, the University of Connecticut held 367 total events which engaged 55,367 participants. Programs and campaigns are conducted in multiple modalities across all UConn campuses to best serve the needs of the community. Hosting programs and campaigns is a collaborative effort of university and community partners; the attached “2025 Year in Review” document summarizes the programs and campaigns at UConn Storrs, regional campuses, and UConn Health during 2025. Selected programs are highlighted herein.

Prevention, Awareness, and Risk Reduction Programs

During 2025, the University held 325 total programs, representing 30 different educational activities related to sexual assault, stalking, and intimate partner violence prevention, awareness, and risk reduction. In these programs, participants may receive brochures and informational printed documents to remind them of resources, reporting options, and trauma-informed best practices; select awareness and response materials are included in Section VI of this report.

The University provides student-focused prevention, awareness, and risk reduction programming that reached 31,451 students across undergraduate, graduate, and professional student populations. The list below provides additional information about some of the most frequently occurring programs held in 2025:

- New Student Orientation is designed to provide incoming first-year and transfer students with information about sexual assault, affirmative consent, incapacitation, intimate partner violence, stalking, bystander intervention, campus resources, community resources, and reporting options.
- Title IX Overview: Responding, Reporting, and Resources programs are tailored based on audience members’ roles and responsibilities. All incoming graduate students participated in training as part of their orientation and/or as a condition of their enrollment. These trainings provide information about University policies, campus resources, community resources, reporting obligations / reporting options, and strategies for supporting individuals impacted by sexual assault, sexual harassment, sexual exploitation, stalking, and/or intimate partner violence.
- Consent 201 is presented to first-year students in their First Year Experience (FYE) courses. Student facilitators are trained to present this workshop to their peers at Storrs and regional campuses. The program is designed to increase students’ knowledge and understanding of UConn’s definition of affirmative consent and invites students to think critically about common patterns of communication around requests, negotiation, pressure, and coercion.
- Catharsis Production’s online Title IX sexual assault prevention training for college students provides information about bystander intervention, affirmative consent, healthy relationships, sexual harassment, sexual assault, dating violence, and stalking. UConn continued to use the *U Got This!* program for rising juniors and *U Got This 2!* for graduate, medical, dental, and law students.

- Sexpert-Facilitated Sexual Health Education programs are presented by trained student “sexperts” whose workshops are designed to equip students with information about sexual health resources and affirmative consent.
- Student Activities trainings are facilitated in multiple modalities (in-person, virtually, and asynchronously) and intended to equip student leaders with information about University policies, campus resources, community resources, and reporting options. The Center for Fraternity and Sorority Development requires student leaders to participate in Risk Management training, which includes information about resources, reporting options, and bystander intervention strategies.
- Protect Our Pack is a bystander intervention training designed to empower participants with effective methods to intervene in a problem situation. Protect Our Pack programs cover topics including sexual assault, intimate partner violence, stalking, and other forms of prohibited conduct.
- One Love Healthy Relationships Training is led by trained student facilitators and designed to increase participant’s understanding of dynamics of abusive relationships, healthy relationship dynamics, and campus / community resources.

The University provides employee-focused prevention, awareness, and risk reduction programming that reached 16,924 employees. The list below provides additional information about some of the most frequently occurring programs held in 2025:

- The University’s Sexual Harassment Prevention Program is an online educational program for all new faculty, staff, and graduate students. The workshop is designed to provide 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.
- Title IX Overview: Responding, Reporting, and Resources programs are tailored based on audience members’ roles and responsibilities. These trainings provide information about University policies, campus resources, community resources, reporting obligations / reporting options, and strategies for supporting individuals impacted by sexual assault, sexual harassment, sexual exploitation, stalking, and/or intimate partner violence. These trainings are provided to Campus Housing staff to assist employees with providing trauma-informed responses when receiving disclosures from students pursuant to their Responsible Employee reporting obligations.
- Annual Compliance and Ethics Training is a mandatory, annual compliance training provided to all employees by the Office of University Compliance which includes information on policies related to sexual harassment.
- SUNY Student Conduct Institute is an online training platform designed to offer training and support for higher education professionals. The University uses SUNY SCI training content and provides in-person training and education to personnel involved in the Title IX investigation, hearing, and appeal processes.

Prevention and Awareness Campaigns

The University held 42 total campaign events, representing 11 different activities related to sexual assault, stalking, and intimate partner violence prevention and awareness, that reached 6,992 total attendees. The list below provides additional information about some of the most frequently occurring campaign events hosted in 2025:

- Student Health and Wellness offers a range of sexual health education campaigns. The Sexperts Peer Health Educators are student peer health educators who provide educational materials about sexual health through tables, peer support drop-in hours, and the gloveBOX free condom distribution program. Student Health and Wellness hosts two annual events, where various UConn resources and community organizations come together to provide students with information and resources.
- The Women's Center coordinates the Violence Against Women Prevention Program (VAWPP), the University's annual Take Back the Night event, and Greeks Against Sexual Assault (GASA) initiatives, which are peer-facilitated educational groups. The Women's Center provides a range of prevention and awareness events that increase awareness of resources for impacted individuals, equip participants with information on healthy relationship dynamics, and practice bystander intervention skills.
- The Dean of Students Office staff coordinates Protect Our Pack, a university-wide bystander intervention program. Pack Leaders, trained student peer educators, raise awareness about resources and support, and educate the campus community on bystander intervention through social media, tabling events, and collaboration with other student organizations and university departments.

University-Wide Coordination

Community Resource Team

UConn's Community Resource Teams (CRTs) play a key role in coordinating efforts across all campuses to address sexual assault, intimate partner violence, and stalking. UConn maintains two CRTs: one serving the Storrs and Regional Campuses and one serving the UConn Health community. Composed of University employees, students, and community partners, the CRTs work collaboratively to promote a coordinated, compassionate, and trauma-informed response for individuals impacted by sexual violence.

The CRTs strengthen partnerships among university offices, campuses, and external agencies to enhance support, prevention, and response efforts. They also provide ongoing education and professional development through trainings and presentations on topics such as Title IX, trauma-informed practices, stalking, intimate partner violence, and sexual violence response.

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. During the academic year, 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.

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

The University of Connecticut's Director of Civil Rights Compliance, who serves as the University's Title IX Coordinator, ensures that all incidents of sexual assault, stalking, and intimate partner violence are reviewed, documented, and addressed. When the University receives information about incidents of sexual assault, stalking, and intimate partner violence,¹ the student or employee who reports an alleged violation of *The Policy* receives concise written notification of available resources, their rights as a student or employee, and their resolution options. The University's Director of Civil Rights Compliance works in partnership with university offices, teams, and staff members to facilitate complainants' understanding of, and access to, supportive measures and complaint processes. It is important to note that the complainant may have disclosed the same incident to multiple campus resources; however, this report counts each incident one time in the tables below.

The figures reported below differ from those reported in UConn's 2025 Annual Security and Fire Report, prepared in accordance with The Jeanne Clery Campus Safety Act as amended by the Stop Campus Hazing 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 of sexual assault, stalking, and/or intimate partner violence 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 2025

<i>Type of Incident</i>	<i>Number of Incidents Reported</i>	<i>Incident Reported to have Occurred in 2025</i>	<i>Respondent Identified as Connected to UConn</i>	<i>Confidential or Anonymous Reports</i>
Sexual Assault	102	69	35	4
Stalking	58	56	33	1
IPV	63	56	21	1
Total	223	181	89	6

In the table above, the number of incidents reported reflects the total sum of reports to the University's Director of Civil Rights Compliance. It is important to highlight that 67 of the total 102 sexual assault matters, 25 of the total 58 stalking matters, and 42 of the total 63 intimate partner violence matters were either not connected to UConn (e.g. incidents from childhood and high school); did not involve a UConn-affiliated respondent (e.g. 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 (e.g. the complainant chose not to disclose the identity of the respondent). In those circumstances, the University documented the information reported and

¹ See the University's [Policy Against Discrimination, Harassment and Related Interpersonal Violence](#) for definitions of Prohibited Conduct.

connected the impacted individuals, if identifiable, with resources and support; however, the University did not have the jurisdiction to pursue an investigation / disciplinary process.

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 & Expulsion or Separation</i>	<i>Finding of Responsible & Suspension</i>	<i>Finding of Responsible & Probation/ Written Warning</i>	<i>Number of Findings Appealed</i>
Sexual Assault	9	6	0	0	2	1	1
Stalking	1	0	1	0	0	0	0
IPV	3	1	1	0	1	0	0

It is important to note that the University of Connecticut's investigation process is complainant-driven, meaning that the impacted individual may choose if or how they wish to engage in the process, and may discontinue participation at any time. Only in limited circumstances will the University proceed with an investigation against an impacted individual's wishes. Factors considered within this determination include the age of the impacted individual, whether there is evidence of a pattern of misconduct, the severity of the misconduct, and whether there is a safety risk to the impacted individual 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 to all parties.

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 community.uconn.edu/the-student-code-part-iv. Complaints concerning conduct by employees are managed by the Office for Inclusion and Civil Rights pursuant to procedures available at equity.uconn.edu/procedures.

Of the cases with a respondent identified as connected to UConn, UConn conducted nine investigations into reports of sexual assault, one investigation into stalking, and three investigations 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 above.

V. Attachment

Policies Regarding Sexual Assault, Intimate Partner Violence and Stalking

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

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

Table of Contents

I.	STATEMENT OF POLICY	4
II.	TO WHOM THIS POLICY APPLIES	5
III.	APPLICABLE PROCEDURES UNDER THIS POLICY.....	6
A.	WHERE THE RESPONDENT IS A STUDENT	6
B.	WHERE THE RESPONDENT IS AN EMPLOYEE	6
C.	WHERE THE RESPONDENT IS BOTH A STUDENT AND AN EMPLOYEE	7
D.	WHERE THE RESPONDENT IS A THIRD PARTY	7
E.	WHERE THE RESPONDENT IS A UCONN HEALTH STUDENT, EMPLOYEE OR THIRD PARTY	7
F.	WHERE THE RESPONDENT IS A REGISTERED STUDENT ORGANIZATION.....	7
IV.	TITLE IX COORDINATOR.....	7
V.	UNDERSTANDING THE DIFFERENCE BETWEEN PRIVACY AND CONFIDENTIALITY	8
VI.	EMPLOYEE REPORTING AND INFORMATION SHARING RESPONSIBILITIES.....	9
A.	DEAN, DIRECTOR, DEPARTMENT HEAD, AND SUPERVISOR REPORTING RESPONSIBILITIES	9
B.	TITLE IX REPORTING OBLIGATIONS.....	9
C.	CLERY REPORTING OBLIGATIONS	11
D.	CHILD ABUSE REPORTING OBLIGATIONS.....	12
VII.	COMPLAINANT OPTIONS FOR REPORTING PROHIBITED CONDUCT.....	12
A.	REPORTING TO LAW ENFORCEMENT	12
B.	REPORTING TO THE UNIVERSITY.....	13
VIII.	ACCESSING CAMPUS AND COMMUNITY RESOURCES AND SUPPORTIVE MEASURES.....	14
IX.	PROHIBITED CONDUCT UNDER THIS POLICY	15
A.	DISCRIMINATION	15
B.	DISCRIMINATORY HARASSMENT AND SEXUAL HARASSMENT	16
C.	SEXUAL ASSAULT.....	17
D.	SEXUAL EXPLOITATION	18
E.	INTIMATE PARTNER VIOLENCE	19
F.	STALKING	19
G.	RETALIATION	20
H.	COMPLICITY	20
X.	INAPPROPRIATE AMOROUS RELATIONSHIPS.....	20
A.	INSTRUCTIONAL/STUDENT CONTEXT	20
B.	EMPLOYMENT CONTEXT	23

XI.	PREVENTION, AWARENESS AND TRAINING PROGRAMS	24
XII.	OBLIGATION TO COOPERATE AND PROVIDE TRUTHFUL INFORMATION	24
XIII.	RELATED POLICIES.....	25
	A. STUDENTS	25
	B. EMPLOYEES AND THIRD PARTIES.....	25
XIV.	ENFORCEMENT	25
XV.	POLICY REVIEW	25

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 and/or sexual assault and/or trafficking in persons as defined by Connecticut law, 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, including the equal employment opportunity regulations for Connecticut State agencies. Such behavior may also require the University to fulfill certain reporting obligations under the Jeanne Clery Campus Safety 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”¹). These forms of Prohibited Conduct are unlawful and undermine the mission and values of our academic community. In addition, engagement in or pursuit of inappropriate amorous relationships 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

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

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

A student or employee determined by the University to have committed an act of Prohibited Conduct is subject to disciplinary action, up to and including separation from the University. Third Parties who commit acts of Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn. 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.² "Respondent" means the individual who has been accused of violating this Policy.

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

A. WHERE THE RESPONDENT IS A STUDENT

Except as noted in Section 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 the University of Connecticut & UConn Health Policy Against Discrimination, Harassment and Related Interpersonal Violence Grievance Procedures (<https://equity.uconn.edu/policiesprocedures/>).

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

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

Each situation will be evaluated for context and the University will determine which of the procedures applies based on the facts and circumstances (such as which role predominates in the context of the alleged Prohibited Conduct). The Student-Respondent procedures typically will apply to graduate students except in those cases where the graduate student's assistantship role predominated in the context of the 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 Office for Inclusion and Civil Rights by calling (860) 679-3563 or email: equity@uconn.edu. UConn's *Responsibilities of Community Life: The Student Code* does not apply to students enrolled in MD or DMD/DDS degree programs at UConn Health.

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.uconn.edu/rso-handbook-blueprints/>).

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 for Inclusion and Civil Rights oversees reports involving students, employees, and third parties. The University may also designate 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 for Inclusion and Civil Rights.

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

Sarah Chipman

Director of Civil Rights Compliance
ADA, Title VI, and Title IX Coordinator
Office for Inclusion and Civil Rights
Storrs: Wood Hall, First Floor
UConn Health: Munson Road, Third Floor
sarah.chipman@uconn.edu
(860) 486-2943

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

Rights. 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 Director of Diversity and Inclusion Initiatives within the Office for Inclusion and Civil Rights, 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.

On receiving disclosures of alleged sex-based discrimination, sexual harassment, sexual assault, stalking and/or intimate partner violence, Confidential or Designated Confidential Employees are encouraged to explain that they are not required to notify the Title IX Coordinator about such disclosures (except in the limited circumstances identified above), 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 and/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 for Inclusion and Civil Rights 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 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.³ 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 are encouraged to provide to students who disclose a pregnancy or related condition the Title IX Coordinator's contact information and inform the student that the Title IX Coordinator can coordinate supportive measures and facilitate reasonable modifications to 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,

³ See Connecticut General Statutes Sections 17a-101a to 17a-101d.

Sexual Exploitation, Stalking, and Physical Assault.⁴ 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 for Inclusion and Civil Rights by telephone, email, or in person during regular office hours (8am-5pm, M-F):

Office for Inclusion and Civil Rights(Storrs and Regionals) Wood Hall, First Floor
241 Glenbrook Road Storrs, Connecticut (860) 486-2943

⁴ 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).

equity@uconn.edu
www.titleix.uconn.edu
www.equity.uconn.edu

Office for Inclusion and Civil Rights (UConn Health) 16 Munson Road, Third Floor
Farmington, Connecticut (860) 679-3563
equity@uconn.edu
www.equity.uconn.edu

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

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

VIII. ACCESSING CAMPUS AND COMMUNITY RESOURCES AND SUPPORTIVE MEASURES

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

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

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

⁵ 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 for Inclusion and Civil Rights.

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 POLICY⁶

Conduct under this Policy is prohibited regardless of the protected class(es) 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

⁶ 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)

(including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, status as a victim of domestic violence and/or sexual assault and/or trafficking in persons as defined by Connecticut law, 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.

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.⁷ 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.⁸

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 and/or sexual assault and/or trafficking in persons as defined by Connecticut law, 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

⁷ See Lactation Policy. (<https://policy.uconn.edu/2016/12/21/lactation-policy/>).

⁸ 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.⁹

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

⁹ 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., 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.¹⁰ 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.

¹⁰ 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 for Inclusion and Civil Rights 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 for Inclusion and Civil Rights. 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 for Inclusion and Civil Rights. 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 for Inclusion and Civil Rights. 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

- 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 for Inclusion and Civil Rights. 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 January 12, 2026

University of Connecticut

Responsibilities of Community Life: The Student Code

Accessibility / Alternative Formats: If you have difficulty accessing this document or need an accommodation, please contact the responsible office to request an alternate format.

“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 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 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 to 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"** An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.
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.

Part III.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.

Part III.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 [UConn Policy](#).

1. Behavior in violation of the *Academic, Scholarly, and Professional Integrity and Misconduct Policy (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:

1. causing physical or emotional harm to the individual or damage to the individual's property; and/or
2. placing the individual in reasonable fear of harm to the individual and/or the individual's property; and/or
3. 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:

1. causes physical or emotional harm or damage to property; and/or
2. places the target of such behavior in reasonable fear of harm to self, or of damage to property; and/or
3. creates a hostile environment or otherwise infringes on the rights of such individual; and/or
4. 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, is 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 creates unreasonable risks for 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:

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 key.
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:
20. Retaliation against any University community member for raising a good faith concern or issue regarding another community member.

Part IV: Student Conduct Process

Part IV.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 Case Manager(s) to the case who will investigate and schedule administrative conferences with individual/s as deemed necessary and appropriate.

Part IV.B. Administrative Conferences and Investigations

1. The administrative conference is a meeting between individual/s and a Case Manager 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 Case Manager. 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 Case Manager, provide witness statements and any documentation that may be relevant to the facts of the incident. The Case Manager 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 Case Manager, 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 Case Manager'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 Case Manager 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 Case Manager 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.

Part IV.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.

Part IV.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 Case Manager(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:
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*.
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.

Part IV.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:
 1. **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.
 2. **University Probation:** University Probation can be issued for a one-year period 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. The student must meet with the Probation Review Committee and demonstrate significant contributions, both of an academic and co-curricular nature, to the University community to have the probation status lifted. After six months from being placed on University Probation, the student may request a review of the student's probationary status to have it lifted prior to the one-year deadline. . 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 probation status will be lifted after the one-year period. If the student does not request a meeting with the Probation Review Committee by the end of the one-year period, an enrollment hold will be placed on the student's account until the status is lifted by the Probation Review Committee or its designee. . 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.

3. **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.
4. **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.
5. **Additional Sanctions:** The following may be given in conjunction with any of the above:
 1. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
 2. **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.
 3. **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 Case Manager 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.
 4. **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.
 5. **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:

1. Those sanctions listed above in Part IV, E.1.
2. 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 Case Manager or hearing body may enhance the sanctions.

Part IV.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:
 1. To determine whether the administrative hearing was conducted in conformity with prescribed procedures giving the complainant and Case Manager 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.
 2. To determine whether the sanction(s) imposed were appropriate for the determined violation(s) of The Student Code.
 3. 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.

Part IV.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 the 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 integrity 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, Scholarly, Professional Integrity and Misconduct 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 Integrity and 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:

1. 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.
2. 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.
3. asking someone to complete an assignment, exam, or other requirement on your behalf or completing an assignment, exam, or requirement for another student.
4. 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:

1. 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.
2. 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.).
3. 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).
4. 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:

1. 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).
 2. making unauthorized alterations to any document or digital file pertaining to academic or scholarly activity, including assignments, exams, and research data.
 3. making up information for the purpose of deception (e.g., fabrication of data in research).
 4. 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.
 5. 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).
 6. 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:

1. not attending to the professional standards governing the professional conduct of students in particular fields (e.g., pharmacy, nursing, education, counseling, and therapy).
2. violating protocols governing the use of human or animal subjects.
3. breaching confidentiality in academic and scholarly activity (e.g., disclosing the identity of study participants).
4. 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

I. Initial Conversation (between Instructor and Student(s))

If an instructor believes that a student has violated the Academic, Scholarly, and Professional Integrity and Misconduct Policy, the instructor is expected to have an initial conversation with the student (i.e., in person, virtually, or by email correspondences sent to a student's university email address (i.e., name@uconn.edu) regarding the suspected or apparent violation to determine if any additional information is available that might be relevant to the determination of whether a violation has actually occurred and what might be an appropriate consequence. This initial conversation should take place as soon as practical after the alleged violation has come to the attention of the instructor (typically within one week). The instructor shall present the student with the apparent or suspected allegation and provide the student with an opportunity to respond and present evidence refuting the allegation if they wish.

Based on all available information, the instructor may find that the student is either:

- “not in violation” of the Academic, Scholarly, and Professional Integrity and Misconduct Policy. In such cases, no additional action is necessary, or
- “in violation” of the Academic, Scholarly, and Professional Integrity and Misconduct Policy.

When an instructor finds that a student is “in violation” of the Academic, Scholarly, Professional Integrity and Misconduct policy and intends to impose an academic consequence for the violation the instructor must follow the steps outlined below to ensure that the student's due process rights are not violated.

1. The instructor must report this action, the nature of the violation, and the proposed academic consequence in writing using the [Academic, Scholarly, Professional Integrity and Misconduct Report Form](#). A copy of this report, which will document the allegations and intended consequences, will be sent to the student via their official University email address. The email will also include instructions for seeking additional guidance through an Informational Meeting (described below) and the process to contest the findings, including specific deadlines to which they must adhere (also described below).
2. When the allegation occurs in the context of a course, the instructor may also bring the case directly to the Academic, Scholarly, Professional Integrity Hearing Panel if they believe a failing grade, the most severe academic consequence that the course instructor can impose, is too lenient given the nature of the offense.

Upon receiving official notification of an alleged violation, a student may contest the finding and/or the intended consequence(s) using the procedures outlined below. If the student contests the finding(s) and/or the intended consequence(s), the consequence(s) may not be formally applied until the process regarding the contestation has been completed.

If a finding of “in violation” is not contested by the given deadline, the notification will be considered a finding of responsibility for violating the *Academic, Scholarly, Professional Integrity and Misconduct Policy* and the intended academic consequence will be applied.

II. Informational Meeting

When an instructor notifies a student that they are in violation, the student and/or the instructor may request an informational meeting with a representative from the Office of Community Standards. These meetings provide an opportunity to obtain additional information and guidance about the Academic, Scholarly, and Professional Integrity and Misconduct Policy and student misconduct procedures. These informational meetings provide impartial information and guidance only and do not provide advice about a course of action that should be taken by either the instructor or the student. Guidance may be provided about the following:

- the *Policy on Academic, Scholarly, and Professional Integrity and Misconduct* and/or other policies set in School/College documents (e.g., syllabi, program handbook, school/college policies).
- the *Procedures for Addressing Student Violations of the Academic, Scholarly, and Professional Integrity and Misconduct Policy*
- instructor and student rights and responsibilities, including implications of multiple findings of “in violation”.
- information about consequences that may be levied, including academic and programmatic consequences and university sanctions.
- educative information or where additional information can be found about academic, scholarly, and professional integrity (e.g., library resources about plagiarism).

Students are encouraged to take advantage of an informational meeting to seek additional insights and obtain answers to questions prior to deciding whether to contest the finding(s) of the instructor and/or the intended consequence(s).

Note: The individual providing the guidance cannot be part of a subsequent hearing process.

III. Academic, Scholarly, Professional Integrity and Misconduct Hearing Panel Process

A student found “in violation” by an instructor may contest the finding(s) and/or the intended academic consequences. If the alleged violation involves a course and a grade for the student in the course must be submitted before the case can be decided, the faculty member shall record a grade of incomplete (I), pending a decision by the Hearing Panel or a final appeal.

1. All contestations must be submitted in writing through the *Academic, Scholarly, and Professional Integrity Hearing Request Form* no later than two weeks (i.e., 10 business days) after notification of the *in violation* finding. Upon receiving a student’s request to contest the finding(s) and/or intended consequences, the instructor will be notified, and the merits of the contestation will be reviewed by a Hearing Chair.
 - a. An exception to the 10-day deadline may be granted at the discretion of the Hearing Chair on a showing of good cause.
2. Students who contest an allegation for a course that is in progress should continue attending the class and complete coursework.

3. A contestation's merits will be reviewed by a Hearing Chair to determine if it should proceed with an Academic, Scholarly, Professional Integrity Hearing Panel. Contestations found to have merit are moved to the Hearing Panel process.
 - a. Lack of intentionality is not an acceptable basis to contest. Academic consequences cannot be contested in cases where the penalty(ies) are explicitly stated in the course syllabus and/or fall within standard recommendations set by the University.
 - b. If the Hearing Chair decides not to convene an Academic, Scholarly, Professional Integrity Hearing Committee because the case does not have merit, a rationale will be provided, and the decision cannot be appealed.
4. The Hearing Panel may conclude that a student is:
 - a. *in violation* of the *Academic, Scholarly, and Professional Integrity and Misconduct Policy* and determine that the student will receive consequences as described below. These consequences may differ from the consequences recommended by the instructor.
 - b. *not in violation* of the *Academic, Scholarly, and Professional Integrity and Misconduct Policy* and determine that the student will not be subject to the consequence determined by the instructor (i.e., they will earn the grade or credit received for the assignment, experience, or course).
5. A student found *in-violation* of the *Academic, Scholarly, and Professional Integrity and Misconduct Policy* or the instructor may contest the Hearing Panel's decision by submitting a final appeal (see section IV).

Note: A student who is found *in violation* of the *Academic, Scholarly, Professional Integrity and Misconduct Policy* is determined to have presented false evidence or false statements at the hearing may have a second violation brought against them by the Hearing Panel. This would constitute multiple violations and potentially more serious penalties, including status consequences, which may include suspension or permanent expulsion.

IV. Composition of the Academic and Scholarly Integrity Committee and Hearing Panels

IV.A. Academic and Scholarly Integrity Committee

The Academic and Scholarly Integrity Committee is a standing committee of the Provost Office.

- Charge: This committee will be charged with the following:
 - Participate in annual training to be eligible to serve as Hearing Chairs and members of Academic, Scholarly, and Professional Integrity Hearing Panels
 - Serve on Academic, Scholarly, and Professional Integrity Hearing Panels
 - Represent their school/college on all issues related to academic, scholarly, and professional integrity.
 - Make recommendations to sustain a culture of Academic, Scholarly, and Professional Integrity at UConn.
 - Review the Academic, Scholarly, and Professional Integrity information (e.g., relevant policies, processes, and procedures, relevant systemic and structural processes, educative material, and annual reports).
 - Advise on needed programming (e.g., Academic, Scholarly, and Professional Integrity Awareness Week) or educational materials
- Members:
 - Co-Chairs
 - Assistant Director of Academic and Scholarly Integrity
 - Vice Provost for Faculty, Staff, and Student Development
 - Faculty Representatives
 - With the exception of the College of Liberal Arts and Sciences, each School/College governed by these procedures will select three faculty members to serve three-year staggered terms. At least two of the members must be members of the Graduate Faculty. Due to its size, the College of Liberal Arts and Sciences will elect six members to serve 3-year staggered terms. At least 4 of these members must be members of the Graduate Faculty. Schools/Colleges shall notify the Provost Office of their new representatives for the subsequent academic year by April 1.

- Student Representatives
 - Three (3) students from each school/college. They may be elected by representatives of the study body at the Undergraduate or Graduate Level. When possible, student terms should be staggered. Otherwise, students will be appointed to serve on the Committee by the Dean or Dean's designee, annually.
- Ex Officio Members (One representative from each of the following)
 - The Graduate School
 - UConn Library

Note: To facilitate the transition to staggered elected terms, the inaugural members from each school/college will be appointed to a 1, 2-, or 3-year term. After that, each new member of the committee will be appointed to a 3-year term. In addition, when necessary, the Dean will appoint an alternate faculty member to replace a school/college representation for a short duration (e.g., sabbatical) or the remainder of an elected representative's term (e.g., resignation from the University).

IV.B. Academic, Scholarly and Professional Integrity Hearing Panels

The Hearing Panel will be comprised of the following:

- Hearing Chair
 - The Hearing Chair will be a non-voting representative from Academic, Scholarly, and Professional Integrity Committee from a school/college not represented in the hearing. The Hearing Officer will only vote in cases of a tie.
 - The Hearing Chair presides over the hearing to ensure that 1) the hearing procedures are followed, and 2) no party threatens, intimidates, or coerces any of the participants. They also keep clear and complete records of the proceedings and submit the Panel's findings and a report of the proceedings.
- Two (2) faculty representatives from the Academic and Scholarly Integrity Committee.
 - For cases involving graduate students, these faculty members must be Graduate Faculty members.
 - If the infraction occurs during the summer session, the faculty representatives will be appointed by the Dean of the school/college where the incident occurred.
- Two (2) student representatives from the Academic and Scholarly Integrity Committee
 - For cases involving graduate students, the members must be graduate student members.

No member of the Hearing Panel may be a member of the program/department of either party to the hearing, nor may any Hearing Panel member have personal or professional associations with the parties.

IV.C. Jurisdiction

The Hearing Panel shall hear all cases that come before it *de novo*. In addition, as part of the hearing process, the Hearing Panel will consider all academic, scholarly, and professional standards set in policy by the school/college or program (e.g., syllabi, program handbooks). The student shall have the right to present their case and to challenge the allegations or the evidence. While the Hearing Panel may recommend an increase in the intended consequence proposed by the instructor, it should consider raising the consequence only in the exceptional case, particularly when it is the student seeking the review.

V. Academic, Scholarly, and Professional Integrity Hearing Panel Procedures

The Academic, Scholarly, and Professional Integrity Hearing Panel shall convene as soon as practical after notification of a student contestation. Usually, a hearing will be conducted within fifteen (15) business days of the student being notified of the hearing. The Hearing Panel shall hear from all available parties and examine all the evidence presented.

- If the alleged violation involves a course and a grade for the student in the course must be submitted before the case can be decided, the faculty member shall record a grade of incomplete, pending a decision by the Hearing Panel or a final appeal.
- When a hearing involves more than one student, the Hearing Chair may permit the hearings concerning each student to be conducted separately or jointly.

A. Rights of the Instructor and the Student

1. Be notified of all alleged violations via the University's official email address, which will provide a link to the documentation and information about the hearing process.
2. Review any written allegation(s) and supporting documents.
3. A reasonable period of time to prepare for a hearing.
4. 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 Chair.
5. Submit a written account and/or a personal statement regarding the incident and/or any relevant evidence to be considered using the Academic, Scholarly, and Professional Integrity Hearing Request Misconduct Report Form.
 - All documentary evidence should be clearly labeled, organized, and submitted at least 10 business days before the hearing. New evidence will be allowed at the hearing at the sole discretion of the Hearing Chair. The party seeking to introduce new evidence must provide copies of the evidence for review by the Hearing Chair. One complete copy of all submitted evidence will be maintained as part of the record.
 - Failure to provide documentation by the established deadline will not be an acceptable reason for a final appeal.
 - The decision to not present information by the student is not an admission of responsibility.
6. Provide the names and contact information of witnesses who have direct knowledge of the incident, a brief description of the evidence each will provide, and provide a list of recommended questions for any witnesses or the involved parties.
 - This information must be provided by the date established by the Hearing Chair. Failure to provide witness information by the established deadline will not be an acceptable reason for an appeal. The Hearing Chair will make every effort to interview those witnesses with direct knowledge as part of the Hearing Panel process; however, the witness cannot be compelled to speak with the Hearing Chair.
 - The list of any witnesses must be provided to the Hearing Chair at least three business days before the hearing. The Panel may decide 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 unnecessary or repetitive 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.
7. 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 Panel.
8. Be accompanied by a support person and consult their support person throughout the hearing. However, the support person is not permitted to participate in the hearing directly. (Hearings are not rescheduled based on the availability of the support persons or the witnesses).

B. Those present at the hearing shall be:

- The student, who is entitled to bring a support person
- The instructor, who is entitled to bring a support person
- Approved witnesses identified by the instructor or student, including any third-party independent witness who observed the initial conversation between the instructor and the student.

- o Witnesses will be present in the hearing room only during the period in which their statement will be provided.
- C. Should the student or instructor fail to appear before the Hearing Panel, the Panel shall have full authority to proceed in their absence.
 - D. The Hearing Panel members shall be present at every hearing. However, both parties may agree in writing to waive this quorum. Of those present, a simple majority shall decide the issue. The Hearing Chair shall vote only in the case of a tie vote. The Panel shall find the student *in violation* only if there is *preponderance of evidence* indicating that the student has violated the Academic and Scholarly Integrity policy.
 - E. Admission of any person into the hearing room shall be at the discretion of the Hearing Chair. The Panel shall have the authority to discharge or remove any person whose presence is deemed unnecessary or obstructive to the proceedings.
 - F. The hearing is not a court proceeding and will not be bound by the procedures and rules of evidence of a court of law. Therefore, formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil case, are not used in these proceedings. The hearing will occur in private and will be audio or video recorded (if held virtually).
 - The University will maintain the recording as required by Connecticut State law and it is the property of the University. Hearing participants are prohibited from making their own recordings.
 - Upon written request, an instructor or student may review the 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(s).
 - G. The Hearing Chair will conduct the hearing in accordance with the following procedures:
 - The Hearing Chair will identify the instructor and all other persons involved in the hearing.
 - The Hearing Chair will state the issue, as set forth in the notification sent to both parties.
 - Each party will be offered the opportunity to make brief opening statements. Each opening statement should consist of a brief summary and should not involve lengthy discussion or presentation of evidence. The instructor will present their information first.
 - Each party will be offered an opportunity to present evidence to support their position to the Hearing Panel. Evidence shared may include written statements, personal oral statements, witness oral statements, and physical exhibits. The instructor will present their evidence first.
 - The Hearing Panel shall provide for the exclusion of irrelevant, immaterial, or unduly repetitive evidence.
 - Witness(es) will be offered an opportunity to make statements. The Hearing Chair will determine the order in which the witnesses will provide their statements.
 - The Hearing Panel will be offered the opportunity to question both parties and all witnesses.
 - Both parties will have the opportunity to present a closing statement. The instructor will present their closing statement first.
 - At the conclusion of the closing statements, the hearing will conclude and immediately following the hearing, the Hearing Panel will privately deliberate and render a decision (see further details below). The Panel's deliberations will not be recorded. The decision shall be made by majority vote.
 - The Hearing Chair will submit the Hearing Panel's decision and rationale, and if appropriate, the consequence imposed through the Academic and Scholarly and Professional Integrity and Misconduct Reporting Form within seven (7) days of the conclusion of the hearing. The notice of the outcome will be sent to all parties via their official University email addresses, and if appropriate, by first class mail, postage paid, to the mailing address on file with the University.
 - If the Panel affirms the finding of the instructor, or if the Panel decides a different consequence is warranted, the dean of the instructor's college and the dean of the student's college shall also receive the hearing outcome letter.
 - When a graduate student is involved, a copy of the decision will be sent to the major advisor, the graduate program coordinator and/or department head, the Dean of the School/College in which the issue occurred, and the Dean of The Graduate School.
 - H. The Panel may act in one or more of the following ways

- Find the student “Not in Violation” of the Policy of Academic, Scholarly and Professional Integrity and Misconduct policy.
 - The Panel shall not impose any academic consequences, and the instructor must give the student full credit for the work produced.
 - Find the student “In Violation” of the policy on Academic, Scholarly and Professional Integrity and Misconduct policy.
 - Affirm the instructor’s consequence decision, or
 - Determine the consequence that shall be applied (e.g., a failing grade for the course or some portion of it.) In addition to the imposed academic consequence(s), the Hearing Panel may make recommendations for consideration as part of an administrative review process (see section VI).
- I. Unless an appeal is filed under the guidelines established below, the Dean or Dean’s Designee of the student’s college/school shall ensure that the decision of the Hearing Panel is carried out and shall notify all parties of the implementation.

Note: Changes to grades due to a violation of the *Academic, Scholarly and Professional Integrity and Misconduct policy* are not subject to the grade appeal process.

VI. Appealing the Hearing Panel Decision

Either the student or the instructor may appeal the Hearing Panel’s decision. This appeal is not a new hearing. It is a review of the record of the original hearing by a Vice Provost, specifically the Vice Provost for Graduate Education for cases involving graduate students and the Vice Provost for Faculty, Staff, and Student Development in cases involving undergraduate students. If the Board’s decision involves students from more than one college or students from more than one level, the Vice Provost(s) shall consult relevant individuals to support a comprehensive review.

To prepare this appeal, the student or instructor shall have the right to review the records of the hearing, including the audio or video recording. This review of records, including the recording, is limited to preparing the appeal only. Appeals may be sought for one of the following three outcomes:

- *Appeal of a finding of “in violation”*. A student who has received a finding of “in violation” from the Panel, or whose finding of “in violation” by the instructor was upheld by the Panel, may appeal on one or both of the following grounds:
 - Additional evidence that might have affected the outcome of the hearing became available following the hearing
 - A violation of procedure by the Hearing Panel that might have influenced the outcome of the hearing.The relevant Vice Provost may deny the appeal or send the case back to the Hearing Panel for reconsideration with specific instructions.
- *Appeal of a finding of “not in violation”*. An instructor can appeal this finding on one or both of the following grounds:
 - Additional evidence that might have affected the outcome of the hearing became available following the hearing
 - A violation of procedure by the Hearing Panel that might have influenced the outcome of the hearing.The relevant Vice Provost may deny the appeal or send the case back to the Hearing Panel for reconsideration.
- *Appeal of a Academic Consequence*. The student or instructor may appeal the findings of the Hearing Panel regarding penalties to determine whether any consequences imposed by the Panel were appropriate for the violation.
 - The appeal shall specify the reasons why the student or instructor believes the consequence is inappropriate.

- A. The appeal request must be submitted in writing through the *Academic, Scholarly, Professional Integrity Appeal Form*, and shall include the Hearing Packet (i.e., all information used by the Hearing Panel to make its decision), as well as the new documentation and/or evidence, including any evidence of procedural error. The appeal must be submitted within seven (7) business days of notification of the Panel's decision, but the Vice Provost may grant exceptions to this deadline on showing of good cause.
- B. After consultation with the Hearing Panel, the Vice Provost may take one of the following actions:
 - 1. Affirm the decision of the Hearing Panel
 - 2. Modify the decision of the Hearing Panel (e.g., require that the academic or programmatic consequence be reduced or decline to carry out the recommended consequence; or alternately, increase the consequence).
 - 3. Return the case to the Hearing Panel with instructions to guide additional deliberations.

The decision of the Vice Provost is final and cannot be appealed.

08/20/25

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

Contact Information: minorprotection@uconn.edu or (860) 486-4510

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](#)

This entry was posted in [Department of Human Resources](#), [Facilities and Safety](#), [Faculty](#), [Others](#), [Staff](#), [Students](#).

← PREVIOUS

NEXT →

Frequently Viewed

By-Laws of the University of Connecticut

By-Laws, Rules and Regulations of the University Senate

Policy Against Discrimination, Harassment and Related Interpersonal Violence

Related Links

Compliance

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.

© University of Connecticut

[Disclaimers, Privacy & Copyright](#)
[Webmaster Login](#)

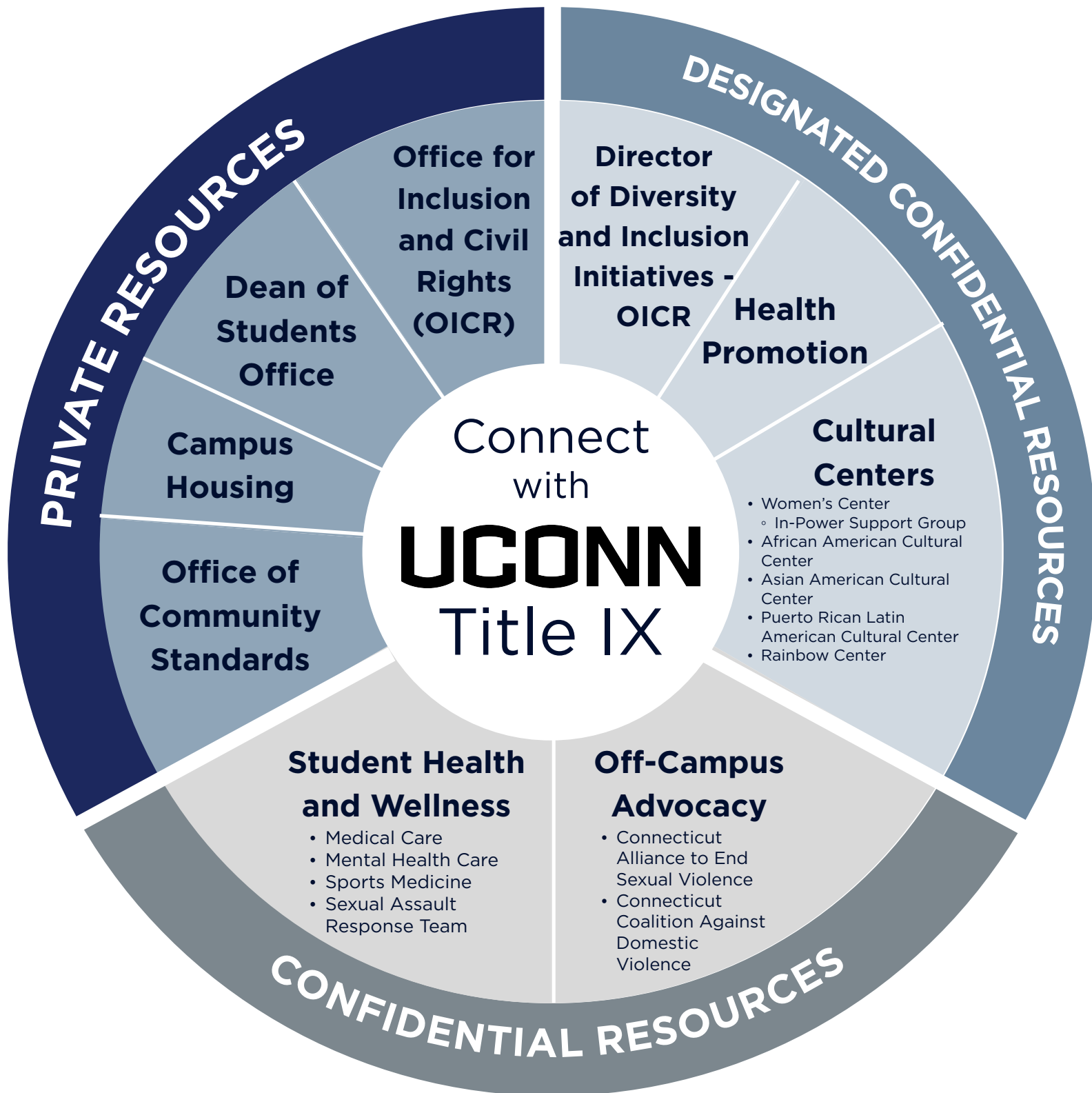
[Accessibility](#)

VI. Attachment

Select Awareness and Response Materials

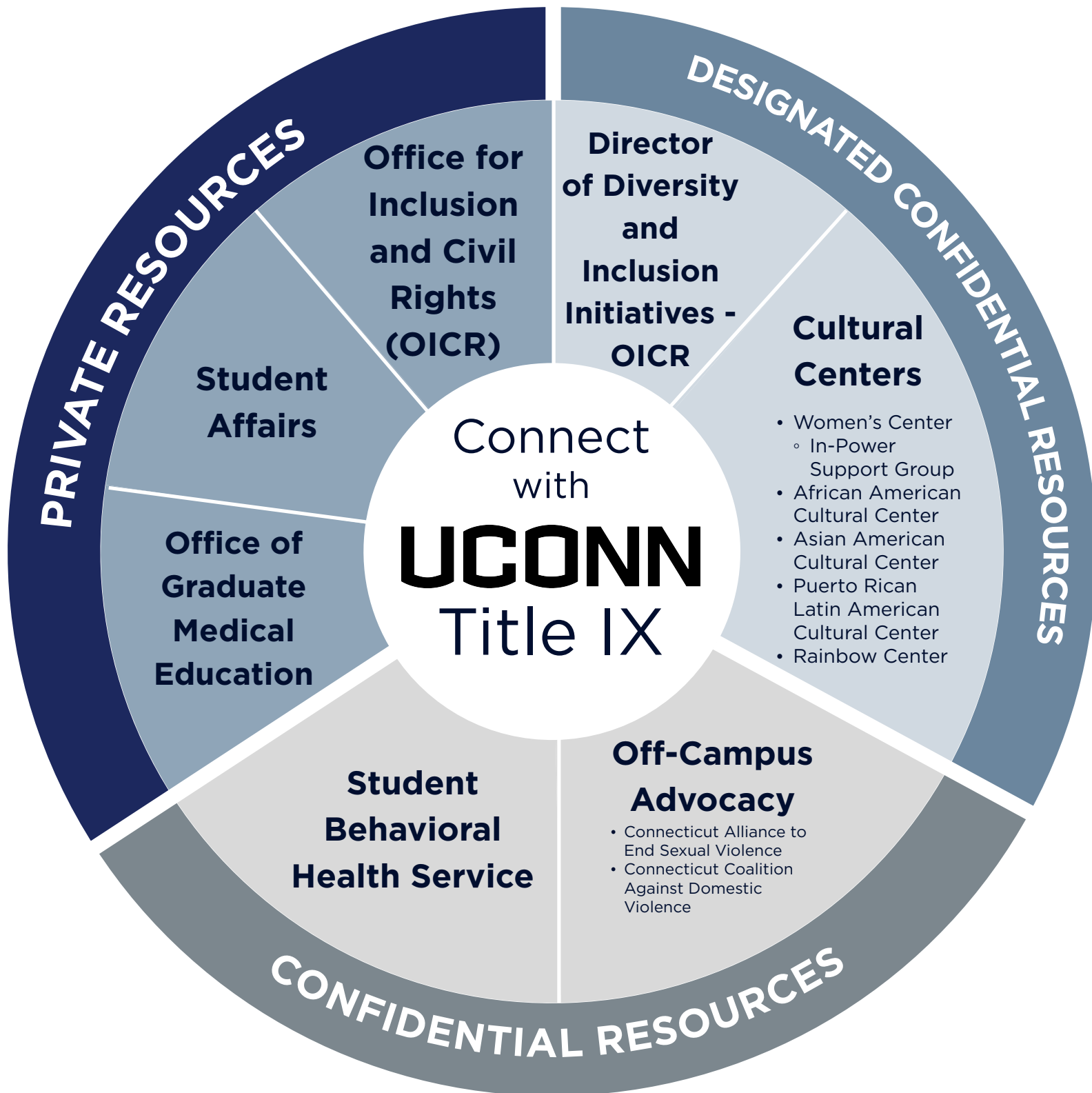
Student Title IX Resources

Storrs and Regional Campuses



Student Title IX Resources

UConn Health





Confidential

Confidential Resources maintain that nothing will be shared without your express permission, except in rare circumstances

Avery Point



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

Avery Point Student Health and Wellness Office of Student Services	Branford House, Room 306 860.208.0236 Director – Dr. Noemi Maldonado Picardi Branford House, Room 307 860.405.9024 noemi.maldonado@uconn.edu	- By appointment (in-person and telehealth) - M–F, 8am–3pm - Clinical Case Manager: Jessica Musgrove, LMFT - email: jessica.musgrove@uconn.edu - Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more - Explains the available resources, provide safety planning, outlines University investigation processes and provide accompaniment during reporting and investigation meetings
Cultural Centers (CC)	Student Union, 4th Floor African American CC 860.486.3433 aacc@uconn.edu Asian American CC 860.486.0830 asacc@uconn.edu Puerto Rican/Latin American CC 860.486.1135 prlacc@uconn.edu Rainbow Center 860.486.5821 rainbowcenter@uconn.edu Women's Center 860.486.4738 womenscenter@uconn.edu	- Provides culturally-responsive care - Supports students in resolving education, personal, and other barriers toward successful completion of their academic goals - Connects students with appropriate campus and community resources - Women's Center offers: - Short-term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings - Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance - A student-led, gender inclusive In Power Support Group for victim-survivors at any point in their healing process - Contact in-power@uconn.edu for meeting times
Director of Diversity and Inclusion Initiatives – OICR	311 Budds Building, 3rd Floor, Storrs jonelle.reynolds@uconn.edu	- Provides culturally-responsive care - Connects students, faculty, and staff with appropriate campus and community resources
Connecticut Alliance to End Sexual Violence	Statewide Hotline: 1.888.999.5545 Spanish Hotline: 1.888.568.8332	- No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom - Immediate accompaniment to the hospital or Student Health & Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination - Legal and judicial advocacy for victim-survivors who wish to report to law enforcement - All services are free and confidential
Connecticut Coalition Against Domestic Violence (CCADV)	Statewide Hotline: 1.888.774.2900 safeconnecticut@ctccadv.org	Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence
Sexual Assault Crisis Center of Eastern CT	Local Hotline: 860.456.2789 78 Howard St, 2nd Floor, New London 90 South Park Street, Willimantic	Free and comprehensive services for victims of sexual assault and abuse
Safe Futures	860.701.6001 (24/7) 860.447.0366 16 Jay Street, New London	Services for survivors of sexual violence, including court services, walk-in counseling, emergency shelter, transitional housing, support groups, and more

Reporting and Safety

UConn Police Department (UCPD), State, or Local Police	860.486.4800 or 911 publicsafety.uconn.edu	- Report an incident with or without filing charges - Manages all criminal investigations for on-campus crimes - Provides safety-related supportive measures (e.g. increased security, monitoring certain areas of campus) - 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
Office of Community Standards	Wilbur Cross Building, Garden Level Rm 30 860.486.8402 community@uconn.edu	- Addresses potential violations of The Student Code - Investigates matters where the Respondent is a student - Implements University no contact orders
Office for Inclusion and Civil Rights (OICR) and the Title IX Coordinator	Wood Hall, 1st Floor 860.486.2943 titleix@uconn.edu	- Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i> - Manages investigations where the Respondent is an employee - Liaises with appropriate offices regarding implementation of supportive measures





Confidential

Confidential Resources maintain that nothing will be shared without your express permission, except in rare circumstances

Hartford



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

Student Health and Wellness – Hartford 	Hartford Times Building Office of Student Services 959.200.3905	• M-F 9:00am–4:30pm by appointment • Mental Health Clinician: Naa Opoku-Gyamfi, LPC • Email: naa.opoku-gyamfi@uconn.edu
Office of Student Services	Associate Director – Christine Mosman Hartford Times Building, Room 106 10 Prospect Street 959.200.3836 christine.mosman@uconn.edu	• Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more • Explains the available resources, provide safety planning, outlines University investigation processes and provide accompaniment during reporting and investigation meetings
Cultural Centers (CC) 	Student Union, 4th Floor African American CC 860.486.3433 aacc@uconn.edu Asian American CC 860.486.0830 asacc@uconn.edu Puerto Rican/Latin American CC 860.486.1135 prlacc@uconn.edu Rainbow Center 860.486.5821 rainbowcenter@uconn.edu Women's Center 860.486.4738 womenscenter@uconn.edu	• Provides culturally-responsive care • Supports students in resolving education, personal, and other barriers toward successful completion of their academic goals • Connects students with appropriate campus and community resources • Women's Center offers: ◦ Short-term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings ◦ Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance ◦ A student-led, gender inclusive In Power Support Group for victim-survivors at any point in their healing process ▪ Contact in-power@uconn.edu for meeting times
Director of Diversity and Inclusion Initiatives – OICR 	311 Budds Building, 3rd Floor, Storrs jonelle.reynolds@uconn.edu	• Provides culturally-responsive care • Connects students, faculty, and staff with appropriate campus and community resources
Connecticut Alliance to End Sexual Violence  	Statewide Hotline: 1.888.999.5545 Spanish Hotline: 1.888.568.8332	• No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom • Immediate accompaniment to the hospital or Student Health & Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination • Legal and judicial advocacy for victim-survivors who wish to report to law enforcement • All services are free and confidential
Connecticut Coalition Against Domestic Violence (CCADV)  	Statewide Hotline: 1.888.774.2900 safeconnecticut@ctccadv.org	• Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence
YWCA New Britain's Sexual Assault Crisis Service (SACS)  	19 Franklin Square, New Britain Local Hartford Hotline: 860.547.1022 ywcanb.org/sexual-assault-crisis-services	• Assistance for survivors and their loved ones • Individual crisis counseling, accompaniment through medical, police, and court procedures, support groups, and school counseling available
Interval House 	Offices in Hartford, Manchester, and Simsbury 860.527.0550	• No-cost services to domestic violence victims, including but not limited to, emergency housing, court advocacy, safety planning, counseling, and youth programming

Reporting and Safety

UConn Police Department (UCPD), State, or Local Police 	Hartford Times Building, Room 131A 860.486.4800 or 911 publicsafety.uconn.edu	• Report an incident with or without filing charges • Manages all criminal investigations for on-campus crimes • Provides safety-related supportive measures (e.g. increased security, monitoring certain areas of campus) • 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
Office of Community Standards	Wilbur Cross Building, Garden Level Rm 30 860.486.8402 community@uconn.edu	• Addresses potential violations of The Student Code • Investigates matters where the Respondent is a student • Implements University no contact orders
Office for Inclusion and Civil Rights (OICR) and the Title IX Coordinator	Wood Hall, 1st Floor 860.486.2943 titleix@uconn.edu	• Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i> • Manages investigations where the Respondent is an employee • Liaises with appropriate offices regarding implementation of supportive measures



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

Student Health & Wellness – Mental Health Services  	Arjona Building, 4th Floor 860.486.4700 studenthealth@uconn.edu	• Immediate crisis support • Individual and group therapy • Appointment, walk-in, and after-hours emergency therapy available
Dean of Students Office	Wilbur Cross Building, 1st Floor 860.486.3426 dos@uconn.edu	• Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more • Explains available resources, provides safety planning, outlines University investigation processes and provides accompaniment during reporting and investigation meetings
Cultural Centers (CC) 	Student Union, 4th Floor African American CC 860.486.3433 aacc@uconn.edu Asian American CC 860.486.0830 asacc@uconn.edu Puerto Rican/Latin American CC 860.486.1135 prlacc@uconn.edu Rainbow Center 860.486.5821 rainbowcenter@uconn.edu Women's Center 860.486.4738 womenscenter@uconn.edu	• Provides culturally-responsive care • Supports students in resolving education, personal, and other barriers toward successful completion of their academic goals • Connects students with appropriate campus and community resources • Women's Center offers: ◦ Short-term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings ◦ Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance ◦ A student-led, gender inclusive In Power Support Group for victim-survivors at any point in their healing process ▪ Contact in-power@uconn.edu for meeting times
Director of Diversity and Inclusion Initiatives – OICR 	Budds Building, 3rd Floor jonelle.reynolds@uconn.edu	• Coordinates programs and discussions related to inclusion and belonging
Connecticut Alliance to End Sexual Violence  	Statewide Hotline: 1.888.999.5545 Spanish Hotline: 1.888.568.8332	• No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom • Immediate accompaniment to the hospital or Student Health & Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination • Legal and judicial advocacy for victim-survivors who wish to report to law enforcement • All services are free and confidential
Connecticut Coalition Against Domestic Violence (CCADV)  	Statewide Hotline: 1.888.774.2900 safeconnecticut@ctccadv.org	• Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence

Reporting and Safety

UConn Police Department (UCPD), State, or Local Police 	860.486.4800 or 911 universitiesafety.uconn.edu	• Report an incident with or without filing charges • Manages all criminal investigations for on-campus crimes • Provides safety-related supportive measures (e.g. increased security, monitoring certain areas of campus) • 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.
Office of Community Standards	Wilbur Cross Building, Garden Level Rm 30 860.486.8402 community@uconn.edu	• Addresses potential violations of The Student Code • Investigates matters where the Respondent is a student • Implements University no contact orders
Office for Inclusion and Civil Rights (Formerly, Office of Institutional Equity)	Wood Hall, 1st Floor 860.486.2943 titleix@uconn.edu	• Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i> • Manages investigations where the Respondent is an employee • Liaises with appropriate offices regarding implementation of supportive measures

Medical Care

Student Health & Wellness – Medical Care  	Hilda May Williams Building On-Call Advise Nurse: 860.486.4700 Appointment Desk: 860.486.4700	• No-cost Sexual Assault Forensic Examinations • Crisis and follow-up care (e.g. medical exams, STI, and/or pregnancy testing)
--	--	---



For more information, please visit www.titleix.uconn.edu or contact the Office for Inclusion and Civil Rights (OICR)

**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

School of Law Counseling Services 	William F. Starr Hall, Room 109 860.570.5097	- Monday–Thursday by appointment - Mental Health Counselor: Corrine Ochsner, MSW, LCSW - Corrine.Ochsner@uconn.edu
Office of Student Affairs	Thomas J. Meskill Law Library, Room 221 39 Elizabeth Street, 2nd Floor 860.570.5079 law.studentservices@uconn.edu	- Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more - Explains the available resources, provide safety planning, outlines University investigation processes and provide accompaniment during reporting and investigation meetings
Cultural Centers (CC) 	Student Union, 4th Floor African American CC 860.486.3433 aacc@uconn.edu Asian American CC 860.486.0830 asacc@uconn.edu Puerto Rican/Latin American CC 860.486.1135 prlacc@uconn.edu Rainbow Center 860.486.5821 rainbowcenter@uconn.edu Women's Center 860.486.4738 womenscenter@uconn.edu	- Provides culturally-responsive care - Supports students in resolving education, personal, and other barriers toward successful completion of their academic goals - Connects students with appropriate campus and community resources - Women's Center offers: - Short-term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings - Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance - A student-led, gender inclusive In Power Support Group for victim-survivors at any point in their healing process - Contact in-power@uconn.edu for meeting times
Director of Diversity and Inclusion Initiatives – OICR 	311 Budds Building, 3rd Floor, Storrs jonelle.reynolds@uconn.edu	- Provides culturally-responsive care - Connects students, faculty, and staff with appropriate campus and community resources
Connecticut Alliance to End Sexual Violence  	Statewide Hotline: 1.888.999.5545 Spanish Hotline: 1.888.568.8332	- No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom - Immediate accompaniment to the hospital or Student Health & Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination - Legal and judicial advocacy for victim-survivors who wish to report to law enforcement - All services are free and confidential
Connecticut Coalition Against Domestic Violence (CCADV)  	Statewide Hotline: 1.888.774.2900 safeconnecticut@ctccadv.org	Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence
YWCA New Britain's Sexual Assault Crisis Service (SACS) 	19 Franklin Square, New Britain Local Hartford Hotline: 860.547.1022 ywcanb.org/sexual-assault-crisis-services	- Assistance for survivors and their loved ones - Individual crisis counseling, accompaniment through medical, police, and court procedures, support groups, and school counseling available
Interval House 	Offices in Hartford, Manchester, and Simsbury 860.527.0550	No-cost services to domestic violence victims, including but not limited to, emergency housing, court advocacy, safety planning, counseling, and youth programming

Reporting and Safety

UConn Police Department (UCPD), State, or Local Police 	Thomas J. Meskill Law Library, Room 346 39 Elizabeth Street 860.486.4800 or 911 publicsafety.uconn.edu	- Report an incident with or without filing charges - Manages all criminal investigations for on-campus crimes - Provides safety-related supportive measures (e.g. increased security, monitoring certain areas of campus) - 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
Office of Community Standards	Wilbur Cross Building, Garden Level Rm 30 860.486.8402 community@uconn.edu	- Addresses potential violations of The Student Code - Investigates matters where the Respondent is a student - Implements University no contact orders
Office for Inclusion and Civil Rights (OICR) and the Title IX Coordinator	Wood Hall, 1st Floor 860.486.2943 titleix@uconn.edu	- Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i> - Manages investigations where the Respondent is an employee - Liaises with appropriate offices regarding implementation of supportive measures





Confidential

Confidential Resources maintain that nothing will be shared without your express permission, except in rare circumstances

Stamford



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

Stamford Mental Health Resource Center 	1 University Place 203.251.9597 stamfordmhrc@uconn.edu	M-F 8:30am-4:30pm by appointment
Office of Student Services	1 University Place, Room 302 203.251.8484 stamfordstudentservices@uconn.edu	- Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more - Explains the available resources, provide safety planning, outlines University investigation processes and provide accompaniment during reporting and investigation meetings
Cultural Centers (CC) 	Student Union, 4th Floor African American CC 860.486.3433 aacc@uconn.edu Asian American CC 860.486.0830 asacc@uconn.edu Puerto Rican/Latin American CC 860.486.1135 prlacc@uconn.edu Rainbow Center 860.486.5821 rainbowcenter@uconn.edu Women's Center 860.486.4738 womenscenter@uconn.edu	- Provides culturally-responsive care - Supports students in resolving education, personal, and other barriers toward successful completion of their academic goals - Connects students with appropriate campus and community resources - Women's Center offers: - Short-term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings - Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance - A student-led, gender inclusive In Power Support Group for victim-survivors at any point in their healing process - Contact in-power@uconn.edu for meeting times
Director of Diversity and Inclusion Initiatives – OICR 	311 Budds Building, 3rd Floor, Storrs jonelle.reynolds@uconn.edu	- Provides culturally-responsive care - Connects students, faculty, and staff with appropriate campus and community resources
Connecticut Alliance to End Sexual Violence  	Statewide Hotline: 1.888.999.5545 Spanish Hotline: 1.888.568.8332	- No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom - Immediate accompaniment to the hospital or Student Health & Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination - Legal and judicial advocacy for victim-survivors who wish to report to law enforcement - All services are free and confidential
Connecticut Coalition Against Domestic Violence (CCADV)  	Statewide Hotline: 1.888.774.2900 safeconnecticut@ctccadv.org	Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence
The Rowan Center – A Sexual Assault Resource Agency  	1111 Summer Street, Suite 202 Local Hotline: 203.329.2929 Spanish Hotline: 888.568.8332 Text Hotline: 888.999.5545 therowancenter.org	- Provides counseling and support services to victims of sexual assault - Free individual counseling sessions offered, as well as support groups - English, Spanish, Haitian-Creole, and remote options available - Works to eliminate sexual assault through community-based education programs
Domestic Abuse Center of Greenwich YWCA  	Hotline: 203.622.0003 ywcagreenwich.org/what-we-do/ domestic-abuse-services-for-victims/	Counseling services, emergency shelter, safety planning, online and computer safety tips, help protecting children, court services, immigrant resources, and more for victims/survivors

Reporting and Safety

UConn Police Department (UCPD), State, or Local Police 	Stamford Campus, Room 142 860.486.4800 or 911 publicsafety.uconn.edu	- Report an incident with or without filing charges - Manages all criminal investigations for on-campus crimes - Provides safety-related supportive measures (e.g. increased security, monitoring certain areas of campus) - 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
Office of Community Standards	Wilbur Cross Building, Garden Level Rm 30 860.486.8402 community@uconn.edu	- Addresses potential violations of The Student Code - Investigates matters where the Respondent is a student - Implements University no contact orders
Office for Inclusion and Civil Rights (OICR) and the Title IX Coordinator	Wood Hall, 1st Floor 860.486.2943 titleix@uconn.edu	- Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i> - Manages investigations where the Respondent is an employee - Liaises with appropriate offices regarding implementation of supportive measures



Title IX Resource Guide 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

Student Behavioral Health Service



195 Farmington Ave., Suite 2000,
Office 2001 | studentclinic@uchc.edu
health.uconn.edu/student-affairs

- Provides evaluation and treatment to medical, dental, and graduate students
- Utilizing these services will NOT become part of academic or integrated medical records. Services are free for UCH students

Student Resources

Medical Student Affairs
860.679.4713 | medicaleducation.uconn.edu
Dental Student Affairs
Dr. Sarita Arteaga | Assoc. Dean of Students
sarita.arteaaga@uconn.edu
The Graduate School
Dr. Barbara Kream | kream@uchc.edu
860.679.3849
health.uconn.edu/graduate-school

- Each of these offices can provide supportive measures and resources, and connect you to the Title IX Coordinator
- Explain the available resources, provide safety planning, outline University investigation processes and provide accompaniment during reporting and investigation meetings

Director of Diversity and Inclusion Initiatives – OICR



311 Budds Building, 3rd Floor, Storrs
jonelle.reynolds@uconn.edu

- Provides culturally-responsive care
- Connects students, faculty, and staff with appropriate campus and community resources

Connecticut Alliance to End Sexual Violence



Call or Text
Statewide Hotline: 1.888.999.5545
Spanish Hotline: 1.888.568.8332
Hartford Area Local Hotline: 860.547.1022
New Britain Area Local Hotline: 860.505.0469
Storrs-Mansfield Area Local Hotline: 860.456.2789

- No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom
- Immediate accompaniment to the hospital or Student Health & Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination
- Legal and judicial advocacy for victim-survivors who wish to report to law enforcement
- All services are free and confidential

Connecticut Coalition Against Domestic Violence (CCADV)



Statewide Hotline: 1.888.774.2900
safeconnecticut@ctccadv.org

16 Munson Road, Storrs, CT 06268-0680 | 860.679.3563 | equity@uconn.edu | titleix.uconn.edu

- Crisis counseling to victim-survivors of dating, intimate partner, and domestic violence

Reporting and Safety

UConn Police Department (UCPD), State, or Local Police



263 Farmington Avenue, Farmington
860.679.2121 or 911
publicsafety.uconn.edu

- Report an incident with or without filing charges
- Manages all criminal investigations for on-campus crimes
 - Officer from the Special Victims Unit is assigned as the primary contact for the victim-survivor throughout the investigation
- Safety-related supportive measures (e.g. increased security, monitoring certain areas of campus)
- 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

Office for Inclusion and Civil Rights (OICR) and the Title IX Coordinator

16 Munson Road, 3rd Floor
860.679.3563 | titleix.uconn.edu

- Administers The Policy Against Discrimination, Harassment, and Related Interpersonal Violence
- Manages investigations where the Respondent is an employee
- Liaises with appropriate offices regarding implementation of supportive measures and referrals



For more information, please visit www.titleix.uconn.edu or contact the Office for Inclusion and Civil Rights (OICR)



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

UConn Waterbury Student Health and Wellness 	99 East Main Street, Room 236 203.236.9817	- M-F 8:30am-4:30pm by appointment - Case manager: Claudia Pina - Email: claudia.pina@uconn.edu
Office of Student Services	Director – Peter Tribuzio 99 East Main Street, Waterbury Phone: 203.236.9871 Fax: 203.236.9906 peter.tribuzio@uconn.edu	- Facilitates implementation of supportive measures, including modifications to class schedules, rescheduling exams, housing reassignment, on-campus work schedules, leaves of absence, and more - Explains the available resources, provide safety planning, outlines University investigation processes and provide accompaniment during reporting and investigation meetings
Cultural Centers (CC) 	Student Union, 4th Floor African American CC 860.486.3433 aacc@uconn.edu Asian American CC 860.486.0830 asacc@uconn.edu Puerto Rican/Latin American CC 860.486.1135 prlacc@uconn.edu Rainbow Center 860.486.5821 rainbowcenter@uconn.edu Women's Center 860.486.4738 womenscenter@uconn.edu	- Provides culturally-responsive care - Supports students in resolving education, personal, and other barriers toward successful completion of their academic goals - Connects students with appropriate campus and community resources - Women's Center offers: - Short-term crisis intervention, which includes safety planning, and accompaniment during reporting and investigation meetings - Information regarding next steps following an incident, including through the University, with the police, and/or medical assistance - A student-led, gender inclusive In Power Support Group for victim-survivors at any point in their healing process - Contact in-power@uconn.edu for meeting times
Director of Diversity and Inclusion Initiatives – OICR 	311 Budds Building, 3rd Floor, Storrs jonelle.reynolds@uconn.edu	- Provides culturally-responsive care - Connects students, faculty, and staff with appropriate campus and community resources
Connecticut Alliance to End Sexual Violence  	Statewide Hotline: 1.888.999.5545 Spanish Hotline: 1.888.568.8332	- No-cost crisis intervention and trauma-informed counseling to victim-survivors and their loved ones in-person, via phone, or via Zoom - Immediate accompaniment to the hospital or Student Health & Wellness – Medical Services for victim-survivors who wish to seek medical care, including Sexual Assault Forensic Examination - Legal and judicial advocacy for victim-survivors who wish to report to law enforcement - All services are free and confidential
Connecticut Coalition Against Domestic Violence (CCADV)  	Statewide Hotline: 1.888.774.2900 safeconnecticut@ctccadv.org	Crisis counseling to victim-survivors of dating, intimate-partner, and domestic violence
Safe Haven of Waterbury  	29 Central Avenue, Waterbury Local Hotline: 203.753.2613 Office: 203.575.0388 safehavengw.org	Emergency crisis intervention, counseling, advocacy, court based services, and financial assistance to victims of sexual and domestic violence

Reporting and Safety

UConn Police Department (UCPD), State, or Local Police 	UConn Campus Building, Ground Floor, East Main Street, Waterbury 860.486.4800 or 911 publicsafety.uconn.edu	- Report an incident with or without filing charges - Manages all criminal investigations for on-campus crimes - Provides safety-related supportive measures (e.g. increased security, monitoring certain areas of campus) - 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
Office of Community Standards	Wilbur Cross Building, Garden Level Rm 30 860.486.8402 community@uconn.edu	- Addresses potential violations of The Student Code - Investigates matters where the Respondent is a student - Implements University no contact orders
Office for Inclusion and Civil Rights (OICR) and the Title IX Coordinator	Wood Hall, 1st Floor 860.486.2943 titleix@uconn.edu	- Administers <i>The Policy Against Discrimination, Harassment, and Related Interpersonal Violence</i> - Manages investigations where the Respondent is an employee - Liaises with appropriate offices regarding implementation of supportive measures





RESPONDING TO EMPLOYEE DISCLOSURES

UConn | UNIVERSITY OF
CONNECTICUT

OFFICE FOR INCLUSION AND CIVIL RIGHTS

Find the full [Policy Against Discrimination](https://policy.uconn.edu) at policy.uconn.edu

DEANS, DIRECTORS, DEPT. HEADS, SUPERVISORS

- Must report all disclosures concerning Prohibited Conduct (including but not limited to discrimination, discriminatory harassment, sexual harassment and/or retaliation) involving employees.

RESPONSIBLE EMPLOYEES

- **Responsible Employees are all faculty, staff, graduate assistants and resident assistants** who are not Confidential Employees (i.e. entitled under state law to have privileged communications), or Designated Confidential Employees. Responsible Employees must report all disclosures concerning sexual assault, intimate partner violence, and/or stalking involving students.

ENCOURAGED REPORTING

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.

CONTACT US WITH QUESTIONS OR TO REPORT

Office for Inclusion and Civil Rights
(Formerly, Office of Institutional Equity)
860-486-2943
equity@uconn.edu | inclusioncivilrights.uconn.edu
equity.uconn.edu/reporting-form/



RESPONDING TO CONCERNS ABOUT DISCRIMINATION & HARASSMENT

DO:

1. Listen without judgment
2. Thank them for sharing and acknowledge their concerns
3. Tell them that you have an obligation to report the situation to OICR
 - OICR is an office that can assist with information about complaint options and resources
 - OICR will follow up with you
 - You can elect how/if you would like to engage with OICR
4. Point them to resources (Ombuds, EAP, OICR, Compliance)

DON'T:

1. Promise confidentiality
2. Promise a particular outcome
3. Try to downplay their concerns:
 - "You probably misinterpreted what they meant."
 - "I've never seen that person engage in this kind of behavior."
 - "They were probably just joking."
4. Begin your own investigation
 - You may need to take steps to manage the situation in the workplace, but wait for guidance from OICR/HR

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, Ombuds, and the Director of Diversity and Inclusion Initiatives in the Office for Inclusion and Civil Rights).



What is required of Responsible Employees?

Responsible Employees are required to share all known details of a disclosure with the Office for Inclusion and Civil Rights (OICR) upon receipt.

Why have I been designated a Responsible Employee?

The University has designated Responsible Employees to serve in positions whereby they ensure that impacted Students receive timely and accurate information about support resources and reporting options, should they wish to pursue those avenues. Responsible Employee reporting helps inform the University of the incidents effecting our students on and off campus so the University can track patterns, respond to trends, and formulate appropriate campus-wide responses with the goal of making the campus a more safe, equitable, and inclusive environment.

Response Steps and Tips

Step 1: CARE

- Practice empathetic listening
- Let the Student disclosing set the pace and tone of the conversation
- Withhold judgment
- Avoid questions or statements that imply fault or blame
- Stay aware of your biases and assumptions
- Pay attention to the Student's verbal and non-verbal cues

Step 2: INFORM

- Remind the Student of your reporting responsibilities at an appropriate time
- Explain the purpose of your reporting responsibility
- 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 OICR
 - Email: equity@uconn.edu
 - Online form: equity.uconn.edu/reporting-form/
 - Phone: 860-486-2943
- Be prepared to share all details known to you, including:
 - names
 - dates
 - location

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?"
- "I have a responsibility to notify OICR. This information sharing is meant to ensure that you will receive the appropriate level of assistance, support, and/or University resources, should you wish" (i.e. the purpose of your reporting responsibility)

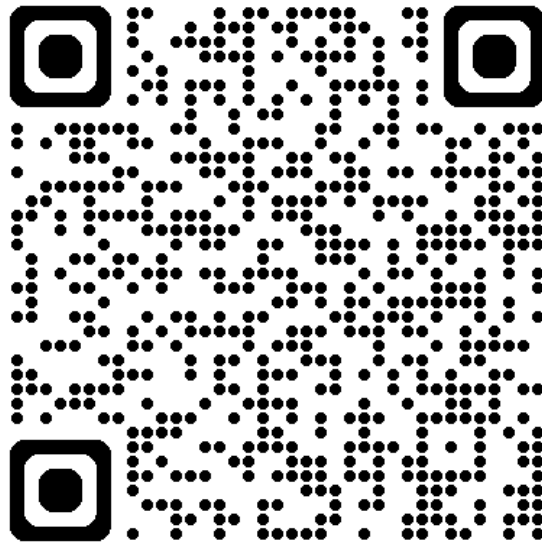
What to Avoid Saying

- Commands or questions that demand or pry for more information than the Student readily reveals (e.g. "Tell me every detail from beginning to end.")
- Questions or statements that imply fault (e.g. "Why/how did you let this happen?")
- Questions that invalidate the Student's experience (e.g. "Are you sure you're remembering everything correctly?")
- Statements that promise outcomes that are outside of your control (e.g. "There's no way he/she/they won't get expelled.")
- Directive statements that include the word 'should' (e.g. "You should tell your parents" or "You should definitely report to the police.")

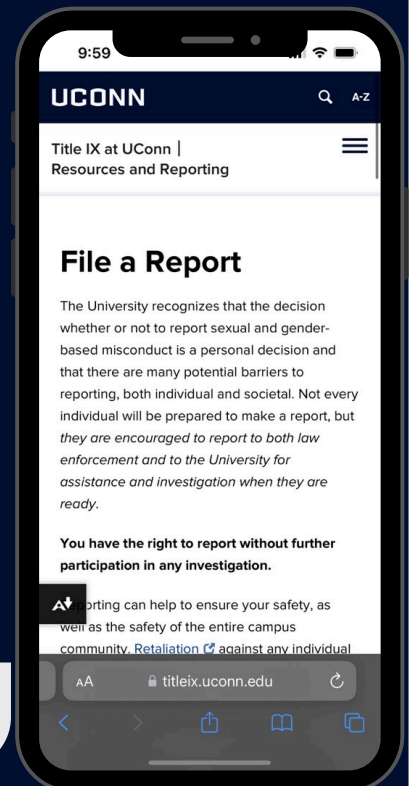
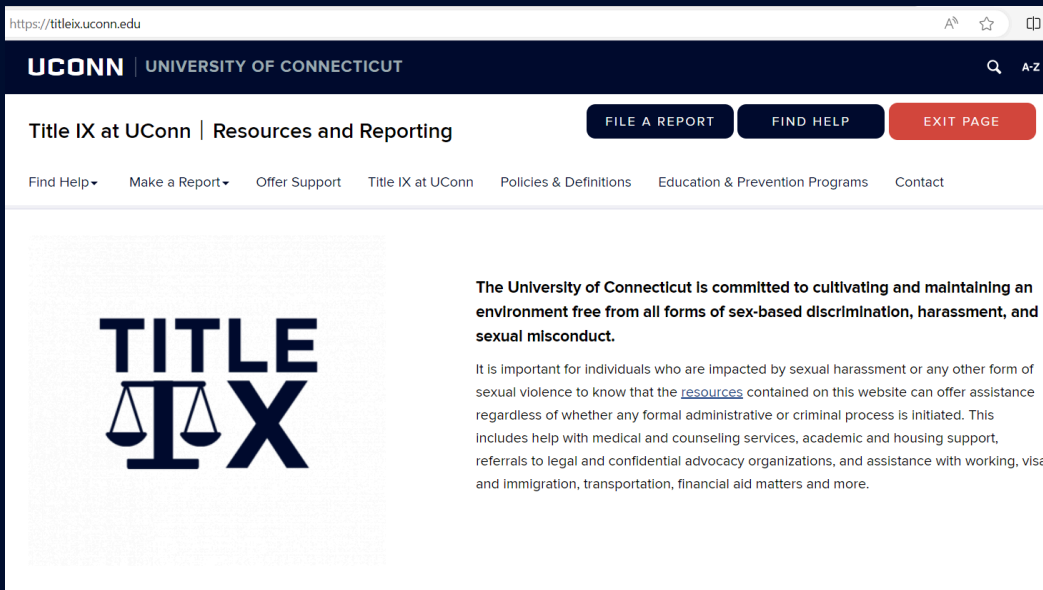
What Happens Next

Following receipt of a report, the student will be offered supportive measures (e.g. housing and classroom modifications) and connected with support resources. It is the student's choice to respond or engage with those resources. OICR and/or the Office of Community Standards will determine the appropriate investigatory action based on the wishes of the student, level of detail provided, and if there is any risk to individual or community safety. Students do not need to pursue an investigation to receive supportive measures from the University.

Connect with Title IX



titleix.uconn.edu



Connect with the Office for Inclusion and Civil Rights

inclusioncivilrights.uconn.edu



OICR provides inclusion, equity, and civil rights services to the UConn community that promotes belonging, equal opportunity, accessibility, and compliance with federal and state law.

UConn | UNIVERSITY OF CONNECTICUT
OFFICE FOR INCLUSION AND CIVIL RIGHTS

Contact OICR For:



Response to inquiries and complaints of discrimination, harassment, and retaliation



Resource and reporting options to students and employees impacted by sexual harassment, intimate partner violence, and stalking



Disability and pregnancy related services, including accommodations for employees



Health Equity promotion through community engagement and partnerships



Guidance and resources on the employee search recruitment and hiring process



Education and training on topics related to inclusion, equity, and civil rights compliance



Engagement opportunities through inclusive programming and events

UConn

OFFICE FOR INCLUSION
AND CIVIL RIGHTS

Know Your Rights.

Find Support.

Get Connected.

- Discrimination & Harassment
 - Title IX & Sexual Misconduct
 - Disability Accommodations
 - Reporting Options
 - Education and Prevention Programs
-



Scan to Learn More
About Your Rights and
Resources at UConn

VII. Attachment

Prevention, Awareness and Risk Reduction Programs

TITLE IX AT UCONN

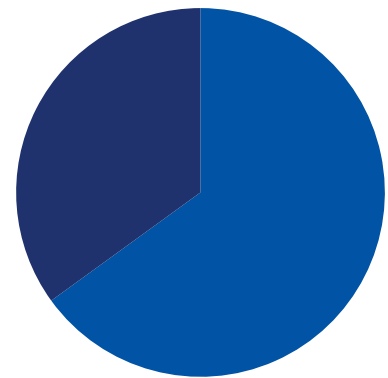
2025 YEAR IN REVIEW

55,367 Total Participants | 367 Total Events

PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS

The University held 325 total programs, representing 30 different educational activities related to sexual assault, stalking, and intimate partner violence prevention, awareness, and risk reduction.

Program Title	Count
Consent 201	91
New Student Orientation	84
Title IX Overview: Responding, Reporting, and Resources	26
Sexpert-Facilitated Sexual Health Education Program	23
Bystander Intervention - Protect Our Pack	17
Self-Defense Class	16
One Love Healthy Relationships Training	12



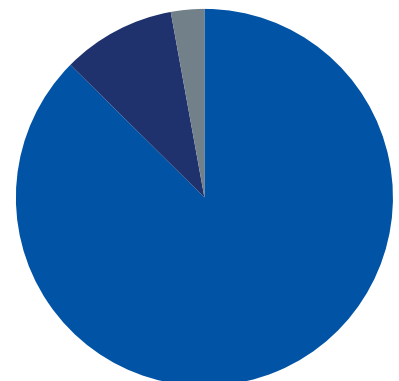
■ Students (31451)
■ Employees (16924)

48,375 Total Participants

PREVENTION AND AWARENESS CAMPAIGNS

The University held 42 total campaign events, representing 11 different activities related to sexual assault, stalking, and intimate partner violence prevention and awareness.

Campaign Title	Count
Sexpert-Facilitated Sexual Health Education Tabling	13
Healthy Relationships Tabling	9
Bystander Intervention - Protect Our Pack Tabling	8
Student Sexual Health and Wellness Fair	2
Student Health and Wellness Fair	1
UConn Health Employee Wellness Fair	1



■ Students (6112)
■ Employees (680)
■ Mixed (200)

6,992 Total Attendees

These tables represent the most frequently occurring programs and campaigns. Additional data is available upon request.