



# CONNECTICUT COLLEGE

## **Department of Campus Safety**

### **Annual Security Report and Crime Statistics 2020 Calendar Year**

270 Mohegan Avenue  
New London, Connecticut 06320

Emergency: internal extension 2222 or 2223  
Routine Calls: (860) 439-2222 or internal extension 2222

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## **Introduction: Mission, Purpose, Values and Organizational Structure**

Connecticut College current enrollment is 1811 students. The student body is approximately 59.47 % women and 40.53% men. For the fall 2020 semester, there were 1705 full-time equivalent (FTE) students at the college, and 69% of those students lived in college-owned, or otherwise controlled housing. Additionally, there are about 867 employees (faculty and staff combined) at the college.

The Department of Campus Safety is responsible for policy enforcement, security and emergency response on the campus. Campus Safety is guided by their mission statement to ensure the protection and well-being of all Connecticut College students, faculty, staff, and facilities. The Department of Campus Safety contributes to the quality of college life by fostering an environment in which security is balanced with freedom of movement, and individual rights balanced with community needs. The main responsibility of the Department of Campus Safety is to provide for the safety of all persons and property within the college community. Our services will be rendered with courtesy, civility, and in adherence to the provision of the State and U.S. Constitution. We are committed to responding to the needs of the college community with respect, fairness, compassion, and integrity.

The Department of Campus Safety is under the leadership of the Director of Campus Safety and Emergency Operations, who reports to the Dean of Students and the Vice President of Finance and Administration. Institutional Clery compliance initiatives are managed by the Director. The Director is also responsible for coordinating the daily patrol and security operations and activities of the Department. The Department is open and staffed 24 hours a day/7 days a week with the Director, twelve (12) full time Campus safety officers, including supervisors, and three (3) on-call/part time officer. Connecticut College Department of Campus Safety is comprised of non-sworn officers who have no arrest powers. All department personnel undergo a thorough background check before hire. The department enforces all College policies to include state and local laws.

The Department of Campus Safety works closely with local, state and federal law enforcement authorities. The college cooperates fully with local law enforcement agencies to support the investigation of crimes which occur on campus and non-property locations and, when appropriate, in compliance with the victim's wishes. Officers will notify local law enforcement authorities promptly, where appropriate, to resolve criminal matters and investigations or if requested by the victim of a crime or if the victim is unable (physically/mentally) to make such report. Generally, members of the local law enforcement agencies will respond to a campus incident only if called by this Department or a member of the campus community. However, local law enforcement agencies have the authority to investigate all criminal activity which occurs in their jurisdiction to include college property. This authority is promulgated by state statute. The College has no Memorandum of Understanding (MOU) with the New London and Waterford Police Departments.

Campus safety officers receive training in security, CPR/AED, first aid, and fire containment. In addition, all officers are required to attend in-service training yearly on topics including diversity, conflict resolution, active shooter, alcohol and sexual assault awareness.

The Director of Environmental Health and Safety is additionally responsible for Life and Fire Safety, OSHA compliance, and environmental health and safety concerns. The Director of Environmental Health and Safety is additionally responsible for in-service training. The Senior Investigator and Clery

Compliance Officer is responsible for coordinating and managing the Clery Act Annual Security Report (ASR) and Annual Fire Safety Report (AFSR) compliance records retention processes as well as conducting investigations, including Title IX, conduct and hazing investigations.

Campus safety officers patrol the campus, staff the Dispatch center, perform life safety operations, parking enforcement operations, and work campus special events and details performing crowd and vehicular control activities, as well as other pertinent security related operations and violence prevention initiatives. Campus safety officers patrol conduct vehicular, foot patrols on all campus grounds, campus facilities and residences with safety and crime prevention in mind. The department also employs students as Student Patrollers who assist full time officers when called upon to perform safety escorts, emergency phone checks and monitor vehicles coming on campus when the campus is closed.

For the Department of Campus Safety to be successful in providing the highest degree of public safety services on the campus, it is important that community members follow good safety practices and understand that safety is the responsibility of all community members, not just those officially and formally charged with enforcing the laws, policies, and rules. This includes using the escort service, locking your valuables, and reporting suspicious/criminal activities.

The Department of Campus Safety takes a leadership role in this area. This includes educational programs on campus safety, preventative patrols, incident investigation, and crime reporting, fire safety and prevention, crime prevention, and community patrolling.

This publication is intended to provide you with information on educational programs, safety practices, crime statistics, and policies regarding the reporting of emergencies and campus crime rates. It is the primary objective of the Department of Campus Safety to work collaboratively with campus community members in our collective efforts to continually enhance the safety of the campus environment, thereby affording opportunities for community members to work, live, study, and personally and professionally develop both intellectually and socially. Should you have questions, comments, or suggestions regarding the information contained within this publication or any related public safety policies, procedures, or operations, please feel free to contact the Director of Campus Safety and Emergency Operations at (860) 439- 2251. Campus Safety Headquarters is located in the Facilities Service Building at 270 Mohegan Avenue.

Sincerely,

*Mary T. Savage*

Mary T. Savage

Director of Campus Safety and Emergency Operations.

## Crime/Emergency Reporting and College Response

The Connecticut College Department of Campus Safety encourages students, faculty, and staff to report any criminal actions, suspicious persons or other emergencies to the department immediately. Campus Safety strongly encourages the accurate and prompt reporting of crimes. Accurate and prompt reporting ensures Campus Safety is able to evaluate, consider and send timely warning reports, disclose crimes through ongoing disclosure processes such as the posting of crimes in the Daily Crime Log and accurately documenting reportable crimes in its annual statistical disclosure. Connecticut College further encourages accurate and prompt reporting to Campus Safety and/or the local police when the victim of a crime elects to, or is unable to make such a report.

To report a crime or emergency, members of the campus community should contact one of the following primary receivers of reports:

- Call Campus Safety by dialing (860) 439-2222 or on-campus extension 2222
- Report in person to Campus Safety at the Gate House
- Crimes or emergency situations can be reported to the New London Police or local emergency services by dialing 911
- Sex Offenses and other incidents of sexual or relationship violence can also be reported to
  - The Associate Dean for Equity and Compliance Programs and Title IX Coordinator, by dialing (860) 439-2035 or on-campus extension 2035, or in person at the Crozier Williams Room 216
  - The Director of Sexual Violence Prevention and Advocacy, by dialing (860) 449-2219 or on-campus extension 2219 or in person at the Crozier Williams Room 219
  - The 24/7 Advocate On-Call at (860) 460-9194
- The Office of Human Resources (HR) by dialing (860) 439-2085 or on-campus extension 2085, or in person at the HR office located in Strickland House
- Any Campus Security Authority (CSA), including but not limited to
  - The Office of Student Life (860) 439-2825 or on-campus extension 2825
  - Resident Education and Living Staff (REAL) (860) 439-2834 or on-campus extension 2834
  - Athletics (860) 439-2557 or on-campus extension 2557
- Emergency Phones located throughout campus can also be used to contact Campus Safety to report a crime or emergency
- Complete the online reporting forms by using one of the links below:
  - [Incident Reporting Form](#)
  - [Bias Incident Reporting Form](#)
  - [Sexual Misconduct Anonymous Report Form](#)
  - [CARE Team Referral Form](#)

\*These forms should only be used for non-emergency or non-urgent reporting.

**Response to reports:** Campus Safety Dispatchers are available 24 hours a day to answer campus community calls. Campus Safety procedures require an immediate response to emergency calls. Campus safety officers will immediately respond to the scene of the complaint and investigate. Campus Safety is able to summon assistance from emergency responders if deemed necessary and appropriate. In all cases where a student chooses to report crimes to the proper local law enforcement agency, the Department of Campus Safety shall assist the student in making the notification.

Local law enforcement agencies responding to an emergency situation, if called directly by a complainant, are not required to first notify a campus official. However, in general, as a matter of courtesy, they will notify our dispatcher of their response. In such situations, a Campus Safety officer will be dispatched to document all such calls. The college has no control over the investigative and legal process of the investigations that may result when a crime is reported to police.

Campus Safety responds to all reports of crimes and/or emergencies that occur on-campus, adjacent to campus within its public property reporting area, or within a campus-controlled, -owned, - operated, and/or -recognized facility, building, residence hall, or area. The College does not operate off-campus housing. Students living off campus in privately owned dwellings are expected to abide by state and local laws and observe all city ordinances. Students living off campus are subject to the Student Code of Conduct which is located in the Student Handbook. Connecticut College Campus safety officers will not respond to off campus incidents.

If a sexual assault or rape should occur on campus, staff on scene, including Campus Safety, will offer the victim a wide variety of resources and services. This publication contains information about on- and off-campus resources and services and is made available to the Connecticut College community. The information regarding “resources” is not provided to infer that those resources are “crime reporting entities” for Connecticut College.

As mentioned, crimes should be reported to Campus Safety to ensure inclusion in the annual crime statistics and to aid in providing timely warning Campus Safety Alert notifications to the community, when appropriate. For example, a crime that was reported only to the Connecticut College counseling center would not be known to Campus Safety, a campus security authority (CSA), or other College official.

### **Confidential Reporting:**

Students may make confidential reports to Pastoral Counselors and/or Professional Counselors assigned to the Student Counseling Services. Pastoral Counselors and Professional Counselors in their capacity and function do not make identifiable reports of incidents to the official on-campus resources unless the student specifically requests them to do so; however, the College encourages counselors, if and when they deem it appropriate, to inform students they can report incidents of crime to Campus Safety, which can be done through the above reporting options.

### **Statistical Disclosure of Reported Incidents**

Incidents reported to Campus Safety that fall into one of the required reporting classifications as defined by the Clery Act will be disclosed as a statistic in the appropriate crime table within this annual security and fire safety report published by Campus Safety.

### **Reporting A Crime to Law Enforcement**

A person reporting a crime to Campus Safety has the right to report the crime to the New London, Waterford and/or Connecticut State Police by calling 911. Campus safety officers regularly discuss this option with the victim of a crime and will assist the victim with that process.

### **Off-Campus Crime**

If the local police Department is contacted about criminal activity off-campus involving Connecticut College students, the police may notify Campus Safety. Students in these cases may be subject to arrest by the local police and subject to the college disciplinary proceedings through the Office of the Dean of Students.

### **Security of and Access to Campus Facilities**

The 714-acre Connecticut College campus sits on a hill overlooking the Long Island sound and the City of New London. The College has taken significant precautions to protect the safety of our students.

Residence Halls are accessible to Connecticut College students via proximity cards. Students may access only their own residence hall. Students who are House Fellows can access the residence hall they are assigned from 9 pm – 3 am. All other times, these proximity cards will only allow student access to the residence hall they live in. Only students who live in apartment style housing have access to their own apartments.

College employees have access to residence halls on an “as needed” basis.

The general public is allowed to access the campus during normal business hours and for special events. Student, Staff and Faculty must show Camel Card identification to access the campus and must participate in regular Covid-19 health screening protocols. This may vary due to the “Modified Awareness Level.

Academic buildings are opened in the morning before classes and secured after the last classes have ended in the evening. Students who have been granted “special permission” by faculty may request access to an academic building after hours. The exterior doors remain secure.

All Campus gates, except for the main gate, are opened at five o’clock in the morning and secured at ten o’clock in the evening. The main gate remains open 24/7 and is monitored by a Campus Safety officer in the gatehouse.

The Facilities Management Department maintains the College’s buildings and grounds with a special concern for sanitation, safety and security. Repairs of a safety and security nature are made promptly. Immediate attention is also given to reports of potential safety and security hazards, such as broken windows and locks.

The College campus is well lighted and further improvements are continuous, including placing high intensity sodium vapor lights on buildings and parking area. A lighting survey is done on a monthly basis and damaged or burnt out lights are repaired immediately.

There are twenty-two (22) outdoor blue light emergency phones. There are additional indoor emergency phones strategically placed across the campus such as elevator and refuge areas. These phones are connected directly to the Department of Campus Safety. All residence halls have at least one outside phone that can be used to call the Department of Campus Safety for emergencies.

## **Crime Prevention**

Our efforts to make the campus a safer place to live and learn began long before campus crime became a national issue. We believe that crime prevention is everyone's responsibility and that education is one of our most effective methods.

During orientation, all new students participate in a series of discussions on campus crime and crime prevention with the Associate Dean of College/Dean of First-year students' office, and the staff from the Office of Residential Education and Living. The education starts with the basics, such as locking your door even if you are out of your room for just a few minutes, not propping residence hall doors open and reporting suspicious individuals. Students are also encouraged to be responsible for their own safety and the safety of others.

Additional programs on topics such as personal safety awareness and security, rape prevention and the prevention of burglary and vandalism are conducted throughout the academic year. Information on safety and security is provided to students and employees regularly through posters, articles in campus publications and an emergency notification system that provides the entire campus with information in a timely manner about criminal activity or individuals who may be involved in suspicious activity.

The Director of Campus Safety and Emergency Operations assigns a representative from the department to act as a chair on the College Campus Safety Liaison Committee. Committee members include student leaders from student government, housefellows, student activities and student-at-large. In this committee, safety issues are discussed and resolved.

The Director of Campus Safety and Emergency Operations also assigns Crime Prevention Officers to oversee the crime prevention programs, and disseminate crime prevention information to students and employees. These officers operate an information table during "new student move-in day" for students and parents of the class. Any safety concerns are discussed, which include crime prevention and safety. A campus safety pamphlet is given to all prospective students.

**Safety Escorts** – after dusk, students, faculty, and staff may request escorts from any point on campus to any destination on campus. A walking or vehicle escort will be conducted by a Campus Safety Officer. If a student patroller is available, one will be sent to conduct a walking escort.

## **Campus Safety Alerts - Notifying Connecticut College About Crimes**

In an effort to provide timely notice to the Connecticut College community in the event of a criminal situation that may pose a serious or continuing threat to members of the campus community, a Campus Safety Alert (timely warning notice) that withholds the names of victims as confidential and that will aid in the prevention of similar crimes, is sent by text, email and the Rave Mobile Safety Alert System to all students and employees on campus as soon as pertinent information is available. Alerts can also be sent/communicated via Connecticut College's text/voice messaging system, Website and social media. The intent of a Campus Safety Alert is to warn the campus regarding a criminal incident, providing individuals an opportunity to take reasonable precautions to protect themselves. The Campus Safety

Alert must include information with sufficient specificity to allow recipients to take an appropriate response and to aid in the prevention of similar crimes.

### **Preparation and Dissemination of Timely Warnings**

Shift supervisors are responsible for notifying the Director or the Director's designee of any reported incident that may necessitate the issuance of a Campus Safety Alert. The Office of Communications and the Director of Campus Safety and Emergency Operations or the Director's designee will develop Campus Safety Alerts for the college community to notify members of the community about Clery Act crimes that have been reported. Campus Safety Alerts are routinely reviewed by the Dean of Students. The Director of Campus Safety and Emergency Operations has the authority to issue a Campus Safety Alert without such consultation if consultation time is not available. These alerts will provide information on crimes that have occurred on campus or on non-campus property or public property, where it is determined that the incident may pose a serious or ongoing threat to the College community.

Campus Safety Alerts may be issued for any of the following Clery Act crime classifications: murder and non-negligent manslaughter, sex offenses (rape, fondling, incest, and statutory rape), robbery, aggravated assault, burglary, arson, hate crimes, motor vehicle theft, domestic violence, dating violence, stalking, or arrests and referrals for liquor law, weapons law, and drug law violations. Alerts for the crimes of aggravated assault, motor vehicle theft, burglary, sex offenses, domestic violence, dating violence, stalking, and arrests or referrals for liquor, drug, and weapons offenses are considered on a case-by-case basis and depend upon a number of factors. These include the nature of the crime, the timeliness of the report, and the continuing or ongoing danger to the campus community—such as whether the perpetrator was apprehended, and the possible risk of compromising law enforcement efforts. For example, if a physical assault occurs between two students who have a disagreement, there may be no continuing threat to other Connecticut College community members and a Campus Safety Alert would not be distributed.

Typically, alerts are not issued for any incidents reported that are older than ten (10) days from the date of occurrence, as such a delay in reporting has not afforded the College an opportunity to react or respond in a timely manner.

Campus Safety Alerts may be distributed for other serious crimes if deemed warranted by the Director or the Director's designee in the Director's absence. Campus officials not subject to the timely warning reporting requirement are those with significant counseling responsibilities who were providing confidential assistance to a crime victim, such as pastoral counselors and professional counselors.

### **Non-Emergency Campus Safety Bulletin**

The Director of Campus Safety and Emergency Operations or designee may send a Campus Safety Bulletin to the campus community for general crime prevention purposes, to inform the community of crimes and/or incidents that are not generally time sensitive but important to be aware of, and/or to inform the campus of incidents occurring on, around, or even off campus that do not rise to the level warranting a Campus Safety Alert, as outlined above. A Campus Safety Bulletin will typically be sent via campus email to all students and employees on campus. A Campus Safety Bulletin is generally written and distributed to the campus community by the Department of Campus Safety in consultation with Office of Communications or a designee and they are reviewed and approved by the Dean of Students or a designee.

### **Daily Crime and Fire Log**

The Department of Campus Safety makes the Daily Crime and Fire Logs for the most recent 60-day period open to public inspection during normal business hours (typically Monday through Friday, from 8am to 5pm, except holidays) at the Campus Safety Gate House. Any portion of these crime and fire logs that are older than 60 days are made available for public inspection within two business days of a written request. All confirmed fires occurring within or on any and all on-campus residential facilities will also be included in the Daily Crime and Fire Log. The information in the crime and fire log typically includes the incident number, crime classification or nature of the fire, date reported, date occurred, general location of crime or fire, and disposition of each reported crime or fire. Faculty, staff, and students are encouraged to review these logs periodically to become more familiar with the types and locations of criminal incidents and fires that may impact the College's campus community.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes/incidents within the college's Clery geography and updated information regarding previously reported crimes are entered into the Daily Crime and Fire Log within two business days of when it is reported to Campus Safety. It is important to note that Campus Safety has no jurisdiction outside of its identified Clery geography.

### **Preparation of Annual Disclosure of Crime Statistics & Clery Compliance**

The Connecticut College Department of Campus Safety is responsible for preparing the Annual Security Report and Crime Statistics and Annual Fire Safety Report and Fire Statistics. This responsibility is specifically designated to the Director of Campus Safety and Emergency Operations or designee. All policy disclosures in this report are reviewed for updates or revisions annually. The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the College community obtained from the following sources: The New London Police Department, Waterford Police Department, Groton Police Department, Ledyard Police Department, Connecticut State Police, and non-police or public safety personnel who have been designated as Campus Security Authorities or CSAs. The Division of Student Life is a key area from which drug, liquor, and weapon offense referral data is obtained. All Clery Crimes statistics reported to the Department of Campus Safety, Division of Student Life, the Division of Institutional Equity and Compliance, and Campus Security Authorities (CSA) are collected by the Department of Campus Safety.

A written request for statistical information is made at least on an annual basis to all Campus Security Authorities or CSAs (as defined by federal law). CSAs are also informed in writing and/or through training to report crimes to Campus Safety in a timely manner so those crimes can be evaluated for timely warning purposes. A Campus Security Authority or CSA is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution:

- A campus police department or a campus security department of an institution
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into an institutional property)
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial

proceedings. An **Official** is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

Statistical information is not requested from, nor is it provided by professional counselors of the Counseling Center or pastoral counselors who are performing that function and role as their employment with the College. Professional counselors and pastoral counselors are not required by law to provide statistics for this compliance document. Counseling and pastoral professionals, as defined by the Federal law, who act in such capacities, have been advised that, while they are not obligated to report crimes for the purpose of compiling these statistics, they are encouraged, when they deem it appropriate, to inform the persons they are counseling of their ability to report any crimes to the Department of Campus Safety for inclusion in the annual statistics.

All statistics are gathered, compiled, and reported to the college community via these two reports, entitled the “Annual Security Report” and “Annual Fire Safety Report,” which is published by the Department of Campus Safety no later than October 1st of each year. Campus Safety submits the annual crime statistics published in this brochure via a Web-based reporting system to the Department of Education. The statistical information gathered by the Department of Education is available to the public through the ED website.

Office of Communications sends an announcement to the college community on an annual basis informing them of the availability of the Annual Security and Fire Safety Reports.

The Connecticut College Annual Fire Safety Report and Fire Statistics can be found here <https://www.conncoll.edu/campus-life/campus-safety/clery-information-crime-statistics/>

### **Specific Information about Classifying Crime Statistics:**

The statistics in this brochure are published in accordance with the definitions and many of the standards and guidelines used by the FBI Uniform Crime Reporting (UCR) Handbook, National Incident-Based Reporting System (NIBRS), relevant federal law (the Clery Act), and applicable State law.

## **Immediate or Emergency Notification, Emergency Response, And the Rave Mobile Safety Alert System**

Connecticut College has a Comprehensive Emergency Management Plan (CEMP) that is regularly reviewed and updated by a campus committee chaired by the Vice President for Finance and Administration. The plan provides detailed information on responding to emergencies of all types. The College is also in regular contact with first responders for the City of New London.

The College's internal Incident Management Team (IMT) includes representatives from all relevant divisions and offices. Team members meet regularly and use training and tabletop simulations to improve their ability to respond to emergencies.

The CEMP addresses procedures for the immediate notification of the campus community upon confirmation of a significant emergency or dangerous situation occurring on or near the campus that involves an immediate threat to the health or safety of students or employees. A threat is imminent when

the need for action is instant, overwhelming, and leaves no moment for deliberation. Such situations would include, but are not limited to, a hazardous materials incident requiring shelter-in-place or evacuation, an armed intruder on or near campus, an approaching tornado, or a fire actively raging in a campus building.

Students, faculty, staff and others may access the Emergency Response Quick Reference Guide on the College public website. Please refer to the [Environmental Health and Safety web page](http://www.conncoll.edu/offices/environmental-health-and-safety/emergency-response/) for more information on emergency response for: Bomb Threats and Suspicious Packages, Evacuation Procedures, Fire and Explosions, Hazardous Material Spills, Hostile Intruders/Violent Individuals, Off-Campus Nuclear Emergencies, On-Campus Radiological Emergencies, Severe Weather and Natural Disasters, and Utility Failure. <http://www.conncoll.edu/offices/environmental-health-and-safety/emergency-response/>.

To increase its effectiveness, it is Connecticut College's policy to review and amend the Comprehensive Emergency Management Plan (CEMP) annually and whenever, (1) it fails in an emergency, (2) operations or maintenance change in a manner likely to impact the plan's effectiveness, (3) some other circumstance significantly increases the potential for fires, explosions, or releases of hazardous materials or changes the response necessary for an emergency, (4) exercises and drills suggests amendment is necessary (5) the emergency response coordinator changes or emergency equipment list changes and (6) an environmental regulator, with jurisdiction over Connecticut College, deems a change to be necessary.

The Rave Mobile Safety Alert System gives the College the ability to quickly communicate information to potentially affected individuals, that simultaneously sends email, voice announcements, and text messages. In the event of a campus emergency, all students, faculty and staff members will receive emergency messages on wired and wireless telephones, cell phones and computers. The Rave Mobile Safety Alert System leaves a message in the user's voicemail if no one answers the phone. It will report back who receives the message and when they received it.

To insure the system is operating properly and contains accurate contact information, a test message is sent at least once per semester. This emergency notification requirement does not replace the "timely warning" requirement.

In case of an emergency, Campus Safety is notified by dialing (860) 439-2222 or by internal extension 2222. Local police agencies can be notified by dialing 911. Campus safety officers and/or supervisor act as first responders and will use all precautions. The supervisor will determine the type and magnitude of the emergency. If it is a significant emergency, protocols are followed to notify New London Police Department (NLPD) and/or New London Fire Department (NLFD), Director of Campus Safety and Emergency Operations, and other departments such as the Office of Residential Education and Living, Office of Student Life and Facilities Management personnel. Based on the magnitude of the emergency, the Campus Safety Dispatcher will activate the Emergency Notification System to the College community.

The Director of Campus Safety and Emergency Operations will contact the Vice President for Finance and Administration who will in turn contact the President of the College and Dean of Students and all necessary members of the Incident Management Team (IMT). In Conjunction with the Vice President of Office of Communications, the IMT will determine the appropriate segment or segments of the

College community who will be notified. The content of the notification is determined based on the type of incident, the context with which it is occurring, and the immediate danger or threat to the campus community and the need to advise campus community members to take action. After determination of the content of the notification, the Emergency Notification System will be activated as promptly as possible to provide the College community updated information regarding the significant emergency. It should be noted that at times notification may be delayed if it compromises the efforts to assist victims or to contain, respond to or otherwise mitigate the emergency. Updates are sent as needed to advise the community of the status of the emergency. Updated messages will be sent through the Emergency Notification System as needed. When the emergency situation has been resolved, an “all clear” message will be sent via the aforementioned communication methods. The College will make such notifications sufficiently specific so as to enable recipients to take an appropriate response to the threat. Local police, emergency responders are also alerted by direct phone line to New London Police Department of any actual on-campus emergency that poses a threat to campus and/or the immediate community.

Once a year, the Incident Management Team (IMT) performs a table top drill to test the emergency procedures. The team is chaired by the Vice President for Finance and Administration. Procedures are reviewed annually and updated as needed. Documentation, which includes the date and time of the exercises are maintained at the Vice President for Finance and the Administrations office.

#### **Campus Evacuation Procedures:**

Local, state, or federal authorities will initiate any order to evacuate the City of New London, including Connecticut College. Upon confirmation of the emergency, and after consultation with the Director of Campus Safety and Emergency Operations, the President will order the campus evacuation. Evacuation information will be communicated via the Emergency Alert Notification system.

Office of Residential Education and Living staff will conduct a room-by-room check to ensure that all students have been evacuated.

Law enforcement and traffic control will likely be dispatched to predetermined locations along evacuation routes. Evacuees will be directed out of the 10-mile Emergency Planning Zone and to the appropriate Evacuation Assembly Center.

If an evacuation is announced, drive to the Evacuation Assembly Center broadcast over the local Emergency Alert System radio station. Listen to the station for any changes as you drive. Adhere to the speed limits on the highways.

#### **Fire/Evacuation Drills**

Unannounced Fire/Evacuation drills are conducted once a semester (twice a year) for Residential Halls and Student Housing and once a year for Academic/Administration buildings. Information for Building/Campus evacuation is publicized in the Department of Environmental Health and Safety Website. Documentation for fire drills are maintained in the Campus Safety office at Nichols House.

<http://www.conncoll.edu/offices/environmental-health-and-safety/emergency-response/>

## **Campus Incident Management Team (IMT)**

President of the College - Emergency Director

Vice President for Finance & Administration – Incident Commander

Director of Campus Safety and Emergency Operations – Emergency Response Coordinator

Dean of Students – Student Liaison

Director of Public Relations – Public Information Officer

Director of Environmental Health and Safety – Hazardous Materials and Oil Spills Coordinator

Director of Facilities Management – Damage Control Officer

Director of Technical Support – Technical Support Coordinator

Campus Safety Supervisors – First Responders

## **ALCOHOL AND ILLICIT DRUG POLICIES**

Connecticut College’s policy on alcohol and other drugs balances institutional commitment to local, state and federal laws, the responsibility of individuals on our campus, and the health and safety of our community while upholding the educational mission of the College. The College is committed to providing campus education on the risks associated with alcohol and other drug use and misuse. Our policies and procedures strive to prevent the harm that may result from the misuse and abuse of these substances.

The College is committed to upholding local, state, and federal law; requiring proper management of events where alcohol is served; employing practices that minimize the misuse of alcohol and other drugs; and maintaining a drug-free workplace.

This policy and procedures apply to faculty, staff, students, and any individuals utilizing College owned or managed properties. It supplements the expectations outlined in the Employee Handbook and IFF, including but not limited to the Drug Free Workplace Act and Prohibited Alcohol Related Activity policy and the Personal Conduct Policy. A summary of local, state, and federal guidelines may be referred to in [Appendix B](#).

### **Alcohol**

Individuals under the age of twenty-one may not possess or consume alcohol on campus. Individuals twenty-one or older may not (a) provide alcohol to individuals under the age of twenty-one, (b) possess open containers of alcohol outside of registered event spaces, or (c) play drinking games on campus. The alcohol policy also encompasses guidelines for service and use on campus.

Alcohol may not be served in an academic class regardless of the class location or in an individual office space. The College strongly discourages alcohol being served to any student in the private residences of faculty and staff (on or off campus) and serving alcohol to underage students is impermissible regardless of location. Alcohol consumption on College sponsored trips in foreign countries (i.e. SATA, TRIPs) follows the law of the country. Irrespective of location, faculty and staff who serve or support consumption of alcohol by students have a responsibility to try to ensure that the students drink responsibly.

College employees are responsible for adhering to College policies regarding personal alcohol consumption at College events. Typically, consumption of alcohol is limited to appropriate business settings as determined by the department head (academic chair, vice president/ dean, or president).

According to the College’s personal conduct policy for staff, staff may not use or be under the influence

of alcohol or narcotics during work hours. This policy recognizes that work hours may be defined differently based upon an employee's role at the College. When alcohol is served at an official College function during business hours, a staff member may choose to consume alcohol responsibly as long as they are not returning to work following the function.

**Violations of the Alcohol Policy may be classified accordingly:**

*Underage alcohol possession and/or use* – Students under the age of 21 may not possess or consume alcohol.

*Open Container of Alcohol* – Individuals who are 21 or older may not possess an open container of alcohol in any public space or vehicle on/off campus.

*Drinking Games/Drinking Paraphernalia* - Drinking games, including simulated drinking games such as water pong, promote abuse of alcohol, which can lead to alcohol poisoning. For this reason, drinking games/paraphernalia are prohibited regardless of age. Drinking paraphernalia includes, but is not limited to beer/water pong tables, funnels, and Beirut tables.

*Providing Alcohol to a Minor* – Individuals twenty-one and older may not provide alcohol to a person under the age of twenty-one. This includes accepting money via Venmo (or similar app) from an underage individual to purchase alcohol.

*Illegal Keg (more than 5 liters)* – Kegs are not permitted on campus except at College-sponsored functions registered with the Events Office.

*Misuse of Alcohol Possession and/or Use* - Negative behaviors occurring on or off campus that result from being under the influence of alcohol/drugs (regardless of age) are unacceptable.

**Drugs**

The use, possession, or sale of illicit drugs or drug-related paraphernalia as defined by Connecticut State Law and/or Connecticut College is strictly prohibited on Connecticut College campus property. Illicit drugs are controlled substances that cannot be obtained legally or that, although available legally, have been obtained illegally. Medical marijuana is prohibited on college campuses by the federal Drug Free Schools and Communities Act, regardless of whether it is permitted by state law. Distribution of illicit drugs includes the purchase, sale, or other transfer of any substance in any amount, and any attempt to distribute. The possession of drug-related paraphernalia (i.e. bong, water pipes, vaporizers, grinders) is also prohibited. Examples of illicit drugs include: marijuana, molly (MDMA), cocaine, synthetic drugs, salvia, prescription drugs that have not been lawfully prescribed for the individual, and the misuse of legally prescribed drugs by the individual to whom the drugs were prescribed.

The College reserves the right to notify the appropriate law enforcement agency regarding illegal alcohol and drug activity. An employee who is convicted of any criminal drug statute is required to notify the Office of Human Resources within five (5) days of such conviction. The College may take disciplinary action against any employee who is so convicted and/or require the employee to participate in a substance abuse assistance or rehabilitation program. Students violating the College's alcohol or

drug policy or local/state/federal laws will be subject to the student conduct process outlined in the [Student Handbook](#).

Any employee or student who is misusing or abusing alcohol or other drugs is urged to stop such activity voluntarily and to participate in a counseling or rehabilitation programs. Student Counseling and Health Services offers assistance to students. Employees may seek assistance through the College's Employee Assistance Program and the College's health insurance plans. Information about the Employee Assistance Program can be found in the Employee Handbook and the employee benefits web page ([www.conncoll.edu/employment/benefits/](http://www.conncoll.edu/employment/benefits/)). Information about resources for students may be found on p.45 and in Appendix B.

### **Prescription Drugs**

Students are responsible for securing their prescription medication.

- The misuse and distribution of prescription drugs is a violation of campus policy.
- Prescribed medical marijuana is not permitted on campus in accordance with the federal Drug Free Schools and Communities Act.

### **Violations of the Illicit Drug Policy may be classified accordingly:**

**Drug Possession and/or Use** – The use or possession of illicit drugs or drug related paraphernalia is not permitted. Illicit drugs are controlled substances that cannot be obtained legally or that, although available legally, have been obtained illegally or are not permitted on campus. Examples of illicit drugs include: marijuana (including edible marijuana), molly (MDMA), cocaine, synthetic drugs, and salvia. This also includes prescription drugs that have not been lawfully prescribed for the individual and the misuse of legally prescribed drugs by the individual to whom the drugs were prescribed.

- Marijuana (including medically prescribed) is prohibited on college campuses by the federal Drug Free Schools and Communities Act, regardless of whether it is permitted by state law.
- The possession of drug-related paraphernalia (e.g. bong, water pipes, vaporizers, grinders) is also prohibited.
- Receiving illicit drugs through the College's post office is prohibited and may warrant police notification.

*Distribution of Illicit Drugs* - Distribution of illicit drugs and/or prescription drugs includes purchase, sale, or other transfer of any substance in any amount, or any attempt to distribute.

### **Campus Safety Enforcement of Alcohol and Other Illicit Drug Policy**

Campus Safety enforces the federal, state, local law and the Colleges Alcohol and Other Illicit Drug policy. Incident reports, including but not limited to, underage use or possession of alcohol or use or possession of illegal drugs are referred to the Office of Student Life for disciplinary action and/or, if necessary, the local police department may be contacted and the individual may be arrested.

For additional information on Connecticut Statutes, go to:

<https://www.jud.ct.gov/lawlib/law/liquor.htm> and <https://www.jud.ct.gov/lawlib/law/drugs.htm>  
or refer to the [Student Handbook](#), Appendix B page 248.

**Programs, Resources, and Additional Information**

Connecticut College works to provide a drug-free workplace for all College employees and Students. Office of Student Life, Student Health and Counseling services, and Human Resources Department provide resources for treatment and referrals for students and employees with substance abuse problems. Educational programs for students and employees are presented through the Office of Student Life and Human Resources.

Opioid Prevention Project: In partnership with Connecticut Healthy Campus Initiative (CHCI) through the Connecticut Department of Mental Health and Addiction Services (DMHAS), the College implemented a robust opioid education and awareness campaign. These efforts include education around safe medication practice (storage/disposal), providing medication disposal bags, and naloxone training.

CHOICES is a risk reduction and substance abuse prevention program for college students. Students are presented with information and then given the opportunity to reflect on their personal choices through personal interactive journals. The CHOICES program is presented in a non-confrontational, nonjudgmental manner that enables students to make their own informed decisions about alcohol consumption and substance abuse. The program is facilitated by the Director of Student Wellness and Alcohol/Drug Education.

BASIC: The primary objective of these one-on-one meetings is to assist a student in decreasing risky behaviors and the harmful effects of alcohol.

AlcoholEdu for College is an interactive online program designed to reduce the negative consequences of alcohol amongst students.

Other campus outreach events include partnering with faculty in the classroom, residence hall programs, and Fresh Check Day (campus-wide mental health and wellness fair) for students.

**List of Education, Prevention and Intervention Programs in 2020**

- Opioid Prevention Project
- CHOICES
- BASIC
- AlcoholEdu for College
- Partnerships with Faculty
- Virtual Yoga Series

Prevention and Awareness Programs		
<b>August 2020</b>	Orientation	Students
<b>August 2020</b>	Orientation Resource Fair	Students
<b>All Semester - Fall</b>	Find Your Focus (Virtual Yoga)	Students, Staff, Faculty
<b>All Semester - Fall</b>	Peer Coaching Drop-In Office Hours	Students
<b>All Semester - Fall</b>	Virtual Yoga	Students, Staff, Faculty
<b>Sept 18, 2020</b>	Living Off Campus	off campus students

Sept 16, 2020	FYS - CE Wellbeing in College	first year students
Fall 2020	Hazing Prevention (Virtual Workshop)	Students/Clubs and Orgs
Fall 2020	First Year Seminar - Staying healthy in college	first year students
Sept 2020	Pop-Up Health Hub (Mental Health Trivia)	Students
April 2021	Pop-Up Health Hub (Mental Health Trivia)	Students
4/9/2021	FYS Advising Seminar	Faculty, staff

The programs cover the dangers of alcohol and drug abuse, availability for counseling and rehabilitation, and penalties for violation of college policies. More information and complete description of the college drug and alcohol policies; educational programs; and sanctions may be found in the Student Handbook (page 238) and the following links below to the websites:

Employee Handbook (login required):

Student Handbook (login required):

Student Wellness and Alcohol and Drug Education:

Student Health and Counseling Services:

### **Employee Assistance Program -**

An Employee Assistance Program (EAP) provides confidential counseling services to employees and their household members free of charge. Through the EAP, each individual is to up to three sessions of confidential counseling. More information can be found [here](#).

### **Where to call for assistance:**

Student Counseling Services (860) 439-4587

Student Health Services (860) 439-2275

Student Wellness, Alcohol/Other Drugs (860) 439-2826

Alcoholics Anonymous (860) 447-2190

Narcotics Anonymous (800) 627-3543

AA meetings on campus are posted in the Student Health and Counseling Services Offices.

Employee Assistance Program (EAP): (800) 225-2527 or (800) 252-4555

A complete list of off-campus resources is provided to students by Student Health Services and Student Counseling Services upon request.

Health risks associated with the use of illicit drugs can be found on the National Institute on Drug Abuse website at <http://www.drugabuse.gov/> and those associated with the abuse of alcohol can be found on the National Institute on Alcohol Abuse and Alcoholism website at <http://www.niaaa.nih.gov>.

## **POLICY- Equal Opportunity, Harassment, and Nondiscrimination; Domestic and Dating Violence; and Stalking Policies, Services, Resources and Protocols**

Connecticut College's Title IX Policy reflects compliance with Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Connecticut state law and other federal laws.

The College's Honor Code and Principles of Community emphasizes that members of our community act in an equitable manner and with respect for the dignity of all human beings. Sexual harassment, dating violence, and other forms of discrimination based on sex or gender (including gender identity, expression, or characteristics) are forms of unwelcome conduct that create an intimidating and offensive work, residential, study or social environment and therefore violate this policy.

Members of the College community and visitors have the right to be free from all types of such misconduct, as defined in this policy. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others.

Acts of sexual harassment, sexual assault, dating violence, and stalking may be committed by any person upon another person, regardless of sex, gender, gender identity and/or sexual orientation of those involved.

When a report of sexual harassment, sexual assault, dating violence, or other Title IX related violation is brought to the College's attention, the College will take steps to end the misconduct, prevent its recurrence, and address its effects. When accused individuals are determined to have violated this policy, serious sanctions will be imposed, up to and including termination for faculty and staff members. Sanctions for student conduct complaints typically differ based on the circumstances of the complaint. For example, a finding of responsibility for rape typically result in suspension or expulsion; fondling typically results in a range of sanctions from disciplinary probation to expulsion; dating violence typically results in a range of sanctions from disciplinary probation to expulsion.

This policy has been written to affirm the College's goal of maintaining a positive learning, living, and working environment. This policy addresses issues particular to faculty, staff, and students as well as the intersection of these constituencies. It applies in all College settings, including off-campus settings in which individuals are engaged in College-related business or educational programs. The policy may also apply to situations occurring off campus that negatively impact the College community.

Individuals who believe they have, or may have, experienced any of the behaviors covered by this policy, or who have witnessed such behavior, are strongly encouraged to report their experience to the Associate Dean for Equity and Compliance Programs who serves as the College's Title IX Coordinator or one of the deputy Title IX Coordinators. All student-facing staff and officials with authority are mandated to promptly report any potential violations of this policy to the Associate Dean for Equity and Compliance Programs.

The Division of Institutional Equity and Inclusion oversees all Title IX compliance for the institution, oversees compliance for faculty, and may receive complaints by students, faculty and staff. Two staff members serve as Deputy Title IX Coordinators; Eva Kovach, Associate Director of Athletics and Deputy Title IX Coordinator, focuses primarily on issues of Title IX compliance within athletics; and Cheryl Miller, Vice President for Human Resources and Organizational Development and Deputy Title IX Coordinator, focuses primarily on Title IX compliance for staff.

This policy includes a list of relevant definitions; a list of resources for emotional, physical and academic support, a description of the process for reporting incidents; a description of formal procedures for addressing violations of this policy, both for students and members of the faculty and staff. The procedures to be followed are based on whichever process has jurisdiction over the accused and may be found in the, Sexual Harassment and Nondiscrimination (Title IX) policy (students), IFF (faculty), or Human Resources (staff).

### **Connecticut College's Definition of Consent as it Relates to Sexual Activity is as follows:**

**Consent is knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity.** Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity and that consent is sustained throughout the activity. **For consent to be valid**, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

What is not consent?

- Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse).
- A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced.
- Silence, passivity or the absence of resistance alone cannot be taken as consent.
- A person can withdraw consent at any time during sexual activity by expressing in words or actions that he or she no longer wants the act to continue, and, if that happens, the other person must stop immediately.
- A person who is unable to understand what is happening or is disoriented, helpless, asleep or unconscious, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of alcohol or other drugs (or the combination thereof) cannot consent. An individual who engages in sexual activity when that individual knows, or should know (by a reasonable person standard), that the other person is physically or mentally incapacitated has violated this policy. It is not an excuse that the individual responding party of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other.
  - Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because that person lacks the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction). This policy also covers a person whose incapacity results from mental disability and/or involuntary physical restraint.
- The decision to be sexually intimate must be made without coercion (unreasonable pressure for

- sexual activity). Both partners must be equally free to act.
- A verbal “no” (no matter how indecisive) or resistance (no matter how passive) constitutes a lack of consent. A forced sexual act is considered without consent except in the rare case where force is explicitly consented to.
- A person cannot consent if he or she is under the age of 16 years. In Connecticut, a minor (meaning a person under the age of 16 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 16 years old may be a crime, as well as a violation of this policy, even if the minor wanted to engage in the act.

**Connecticut College definitions of Dating Violence, Domestic Violence and Stalking.**

Dating Violence is defined as:

- a) violence,
- b) committed by a person,
- c) who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
  - i. The existence of such a relationship shall be determined based on the Complainant’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
  - ii. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
  - iii. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence is defined as:

- a) violence,
- d) committed by:
  - i. a current or former spouse or intimate partner of the Complainant,
  - ii. a person with whom the Complainant shares a child in common,
  - iii. a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner,<sup>1</sup>
  - iv. a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Connecticut, or
  - v. any other person against an adult or youth Complainant who is protected from that person’s acts under the domestic or family violence laws of Connecticut.

Stalking is defined as:

- a) engaging in a course of conduct,
- b) directed at a specific person, that
  - i. would cause a reasonable person to fear for the person’s safety, or
  - ii. the safety of others; or
  - iii. suffer substantial emotional distress.

For the purposes of this definition—

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<sup>1</sup> A roommate relationship does not fall within this definition unless the roommates are current or former spouses or otherwise engaged in an intimate relationship. The mere fact of cohabitation is insufficient to satisfy this definition.

- i. Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- ii. Reasonable person means a reasonable person in the position of the Complainant and under similar circumstances
- iii. Substantial emotional distress means significant mental suffering or anguish that man but does not necessarily require medical or other professional treatment or counseling.

In addition to violating the College's policy, sexual assault and stalking are crimes in Connecticut and may be subject to criminal prosecution.

**Title VI of the Civil Rights Act of 1964** prohibits discrimination on the basis of race, color or national origin by educational institutions that receive federal financial assistance in education programs or activities. The College is committed to compliance with Title VI's requirement of non-discrimination, as reflected in our non-discrimination policy and our procedures for resolving student complaints of discrimination.

**Title IX of the Education Amendments of 1972** prohibits educational institutions that receive federal financial assistance from discriminating on the basis of sex and gender identity or expression in educational programs or activities, including athletics programs, sexual harassment and sexual violence. The College is committed to compliance with Title IX's requirement of non-discrimination, as reflected in our non-discrimination policy in this Handbook. The procedures for resolving student complaints of discrimination based on sex and gender are described in the Title IX Complaint Investigation section of the Student Handbook. The Office for Civil Rights of the US Department of Education is responsible for overseeing compliance with Title IX and has issued guidelines for institutions to help them comply with its principles. Students have a right to file a complaint with the Office for Civil Rights concerning alleged failures by the College to comply with the requirements of Title IX.

Complaints may be filed at <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.

U.S. Department of Education  
Office for Civil Rights  
Lyndon Baines Johnson Department of Education Bldg.  
400 Maryland Avenue, SW  
Washington, DC 20202-1100  
Telephone: 800-421-3481  
FAX: 202-453-6012; TDD: 800-877-8339  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)

### **Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking**

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- **Domestic Violence:**

- i. A Felony or misdemeanor crime of violence committed—
    - A) By a current or former spouse or intimate partner of the victim;
    - B) By a person with whom the victim shares a child in common;
    - C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
    - D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
    - E) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
  - ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
  
- **Crime of Violence:** According to Section 16 of Title 18 of the United States Code, the term “crime of violence” means:
  - i. An offense that has as an element of the use, attempted use, or threatened use of physical force against the person or property of another; or
  - ii. Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.
  
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
  - i. The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  - ii. For the purposes of this definition—
    - A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    - B) Dating violence does not include acts covered under the definition of domestic violence.
  - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
  
- **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”
  - **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - **Fondling** is defined as the touching of the private parts of another person for the

- purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.
- **Stalking:**
    - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
      - A) Fear for the person’s safety or the safety of others; or
      - B) Suffer substantial emotional distress.
    - ii. For the purposes of this definition—
      - A) *Course of conduct* means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
      - B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
      - C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
    - iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

### **Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking**

In addition to being a violation of College policy, sexual misconduct is prohibited by federal and state laws, including the Connecticut General Statutes (including, but not limited to, the Connecticut Fair Employment Practices Act, section 46a-60 (a) (8)); Title VII of the Civil Rights Act of 1964 (42 United States Code Section 2000e et seq.); Title IX of the Higher Education Act of 1972; and the Violence Against Women Reauthorization Act, including the Campus SaVE Act.

- **Family Violence (Domestic & Dating Violence)** — [Connecticut General Statutes § 46b-38a\(1-2\)](#)

An incident resulting in physical harm, bodily injury or assault, or an act of threatened violence that constitutes fear of imminent physical harm, bodily injury or assault, including, but not limited to, stalking or a pattern of threatening, between family or household members. Verbal abuse or argument shall not constitute family violence unless there is present danger and the likelihood that physical violence will occur.

1. **Family or household member** means any of the following persons, regardless of the age of such person:
  - a. Spouses or former spouses;
  - b. Parents or their children;

- c. Persons related by blood or marriage;
  - d. Persons other than those persons described in a, b, and c presently residing together or who have resided together;
  - e. Persons who have a child in common regardless of whether they are or have been married or have lived together at any time;
  - f. Persons in, or who have recently been in, a dating relationship.
- 2. **Family violence crime** means a crime as defined in section 53a-24, other than a delinquent act as defined in section 46b-120, which, in addition to its other elements, contains as an element thereof an act of family violence to a family or household member. Family violence crime does not include acts by parents or guardians disciplining minor children unless such acts constitute abuse.
- 3. **Institutions and services** means peace officers, service providers, mandated reporters of abuse, agencies and departments that provide services to victims and families and services designed to assist victims and families.
- **Sexual Assault- [Connecticut General Statutes § 53a-70 through 53a-73a](#)**  
A person commits sexual assault in the first degree when such person:
  - 1. Compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person (if the victim is under 16 this is a class A felony subject to a sentencing enhancement);
  - 2. Engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person (class A felony subject to a sentencing enhancement);
  - 3. Commits sexual assault in the second degree (§ 53a-71) and in the commission of such offense is aided by two or more other persons actually present; or
  - 4. Engages in sexual intercourse with another and such other person is mentally incapacitated to the extent that such other person is unable to consent to such intercourse.
- **Rape-** is defined as sexual intercourse against the will of the victim that can occur under a variety of circumstances, including:
  - [Example: Where the victim is prevented from resisting due to alcohol or drugs.
  - Where the assailant uses physical force or the threat of force to overpower and control the victim.
  - Where the victim fears that s/he or another will be injured if the victim does not submit.
  - Where the victim is at the time unconscious of the nature of the act, and this is known to the assailant.
  - Where the victim is incapable of giving legal consent due to a mental disorder or developmental or physical disability, and this is known or reasonably should be known to the assailant.
  - Where the act is accomplished by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another person.

- Where the assailant uses duress, such as a direct or implied threat of hardship or retribution, to coerce the victim.
  - Where the assailant uses force, fear, or threats to accomplish sexual intercourse against the will of the spouse. This provision of the law is known as the “spousal rape law.”]
- **Stalking- [Connecticut General Statutes § 53a-181c to 181e](#)**  
 Stalking in 1st degree (53a-181c): Commission of stalking in the 2nd degree and (1) has been previously convicted of this section or 53a-181d or (2) such conduct violates a court order in effect at the time of the offense or (3) person is under 16 Stalking in the 2nd degree (53a-181d): When, with intent to cause another person to fear for his physical safety, he willfully and repeatedly follows or lies in wait for the person and causes that person to reasonably fear for physical safety. Stalking in the 3rd degree (53a-181e): When recklessly causes another person to reasonably fear for physical safety by willfully and repeatedly following or lying in wait for such person.
  - **Intimate partner violence- [Connecticut General Statutes, §10a-55m](#)** means any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a, stalking under section 53a-181c, 53a-181d or 53a-181e, or family violence as designated under section 46b-38h.

**Sexual Consent is defined in [Connecticut General Statutes, §10a-55m.](#)**

A child under 16 years of age is unable to consent to sexual intercourse when the other person is more than 2 years older than him or her. However, sexual contact with someone less than 15 years of age is illegal regardless of the age of the defendant.

**Connecticut State Law - [Public Act 16-106](#)**

Institutions of higher education in the State of Connecticut are required by statute to employ the “Affirmative Consent” standard in context of University policies on sexual assault and intimate partner violence. Affirmative consent means an active, clear, and voluntary agreement by a person to engage in sexual activity with another person.

**Affirmative Consent is:**

- A) Affirmative consent is the standard used in determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity,
- (B) Affirmative consent may be revoked at any time during the sexual activity by any person engaged in the sexual activity,
- (C) It is the responsibility of each person to ensure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in sexual activity and that the affirmative consent is sustained throughout the sexual activity,

(D) it shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student or employee reporting or disclosing the alleged violation consented to the sexual activity

(i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or

(ii) if the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because such student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication, and

(E) the existence of a past or current dating or sexual relationship between the student or employee reporting or disclosing the alleged violation and the responding student or employee, in and of itself, shall not be determinative of a finding of affirmative consent. (The Public Act replaces 10 a -55m with 10a-55n to 10a- 55q.)

### **Risk Reduction:**

Risk reduction tips can often appear victim-blaming, even unintentionally. Connecticut College believes that only those who commit sexual violence are responsible for those actions. The tips below are offered with no intention to victim-blame but with the recognition that these suggestions may nevertheless help a student reduce the risk of experiencing a non-consensual sexual act. Suggestions are also provided to avoid committing a non-consensual sexual act.

If you find yourself in the position of being the initiator of sexual behavior, you owe sexual respect to your potential partner. These suggestions may help you reduce your risk for being accused of sexual misconduct:

- Clearly communicate your intentions to your sexual partner and give them a chance to clearly communicate their intentions to you.
- Understand and respect personal boundaries
- Don't make assumptions about consent; about someone's availability; about whether the person is attracted to you; about how far you can go or whether a person is capable of consent.
- Mixed messages from your partner are a clear indication that you should stop and communicate better.
- Don't take advantage of a person's drunkenness or altered state even if they willingly consumed alcohol or substances.

### **Risk Reduction**

- If you have limits, make them known as early possible.
- Say "No" clearly and firmly.
- Try to remove yourself from the physical presence of an individual making you comfortable.
- Find someone nearby and ask for help.
- Take affirmative responsibility for your alcohol and/or drug use and acknowledge such use can lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.

- Take care of your friends and ask them to take care of you. Respect a friend when they challenge you about making a possible mistake.

## **Programs to Prevent Harassment, Discrimination; Domestic and Dating Violence; and Stalking**

### **Awareness, Programming and Intervention**

It is Connecticut College's policy to provide comprehensive, intentional, and integrated programming, initiative, strategies, and campaigns intended to identify, prevent and end Sexual Misconduct, Intimate Partner Violence, and Stalking that;

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationships, institutional, community and societal levels.

The College's educational programming consists of primary prevention and awareness programs for all incoming students and new employees and are often conducted during new student and new employee orientation and throughout an incoming student's first semester. Ongoing awareness and prevention campaigns are provided throughout the year to all students and employees include strong messages regarding not just awareness, but also primary prevention (including the "Think Safe Project and Green dot) and discuss institutional policies on sexual misconduct as well as the Connecticut definitions of domestic violence, dating violence, sexual assault, stalking, and consent in reference to sexual activity. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches. Programs are informed by evidence-based research and/or are assessed for their effectiveness.

The Office of Sexual Violence Prevention and Advocacy envisions a safe campus climate that is free of sexual assault, dating violence, domestic violence and stalking. To that end, our mission is to partner with campus members and community agencies to foster individual and collective action to end sexual and relationship violence by:

- Promoting a greater awareness and consciousness regarding sexual assault, relationship violence and stalking.
- Providing violence prevention education and intervention strategies to the campus community.
- Fostering a safe environment where survivors are empowered to access resources.
- Providing advocacy and support to survivors and their allies through a coordinated community response effort.

The Office of Sexual Violence Prevention and Advocacy intentional collaborates with faculty, staff, students and community partners to foster an environment that truly engages students to act with integrity, civility and the utmost respect for the dignity of all human beings, as inspired by the Connecticut College Honor Code.

**GREEN DOT PROGRAM:** Green Dot is a national violence prevention program, implemented by the College in 2010 that trains students, faculty and staff in bystander intervention to help prevent sexual violence, domestic violence, dating violence and stalking. A "Green Dot" is defined as any behavior, choice, word, or attitude that counters or displaces a "red dot" of violence, promoting safety for everyone and communicating utter intolerance for sexual violence, interpersonal violence and stalking.

Green Dot encourages bystanders (everyone will be one at some point) to make a choice and then take action by doing something to prevent violence from happening in our community. Built on the idea that in order to measurably reduce the instances of power-based personal violence there must be a culture shift, Green Dot capitalizes on peer and cultural influence to encourage change in behaviors from those that sustain violence in our community.

When students matriculate, they pledge "that my actions will be thoughtful and ethical and that I will do my best to instill a sense of responsibility in those among us who falter." Students are pledging to live the Green Dot already through our very own Honor Code -- the training just gives you the skills to do it.

**STAFF, FACULTY AND STUDENT TRAINING:** The Office of Sexual Violence Prevention and Advocacy provides training on the topics of dating, domestic violence, sexual assault and stalking to man student, staff and faculty groups. If your group is interested in learning about any of these topics, please contact Rachel Stewart at [Rstewart1@conncoll.edu](mailto:Rstewart1@conncoll.edu) or 860-439-2219.

Groups we have trained:

- Campus Safety
- Dean's Grievance and Conduct Boards
- Residential Education & Living staff, including Housefellows and Floor Governors
- Genesis Big Sibs
- Student advisers
- New and transfer students at Orientation
- Peer Educators

**Residence Hall Programming:** We also offer the following student programs in the residence halls:

- Basics of dating violence, sexual assault or stalking
- How to help a friend
- Gender in the media
- Awareness events like "These Hands Don't Hurt"
- Discussions about how to be an activist

**Domestic Violence Awareness Month:** October has been recognized as Domestic Violence Awareness Month (DVAM) since 1987 and is signified by a purple ribbon. To raise awareness during this time, Think S.A.F.E. sponsors many events, including These Hands Don't Hurt, The Clothesline Project, Purple Ribbon Campaign, speakers, etc.

**Sexual Assault Awareness Month:** April is Sexual Assault Awareness Month and, which is represented by a teal ribbon. Numerous events are sponsored during this month, including the White Ribbon Campaign, which engages men in the fight against sexual assault; the Teal Ribbon Campaign; Take Back the Night, and more.

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

Name of Program	Date	Length of Time	# Attended (If known)	Brief Description
Green Dot Bootcamp	1/07/2020	60 minutes	65	GDB with Men's and Women's Track & Field Teams
Title IX & Supporting Survivors Training for New REAL Student Staff	1/14/2020	90 minutes	6	Training for new REAL Student Staff members on Title IX and how to support survivors
Green Dot Bootcamp	1/15/2020	60 minutes	15	GDB for Women's Squash Team
NCAA Athlete Training	1/16/2020	60 minutes	? (Eva has #s)	NCAA Required training for athletes back early for training
Camels Got Your Back	1/17/2020	60 minutes	8	Training for new students going through January orientation
Green Dot Lunch-Fac/Staff	1/23/2020	90 minutes	20	Green Dot overview for fac/staff
Green Dot Lunch- ARC	1/30/2020	60 minutes	6	Green Dot overview/review for ARC professional staff
Green Dot Training for Students	2/2/2020	6 hours	36	Green Dot 6 hour training for students
Green Dot Bingo	2/3/2020	60 minutes	20	Green Dot Bingo event for students, co-sponsored by REAL
Green Dot Dinner	2/4/2020	150 minutes		Green Dot tabling & trivia in Harris
Green Dot Bar Night	2/5/2020	120 minutes		Green Dot trivia at Humphrey's & tabling with information & resources
Green Dot Hockey Game	2/8/2020	3 hours	100+	9th annual Green Dot men's hockey game
Our Bodies, Our Minds	2/12/2020	120 minutes	50	Interactive workshop facilitated by Art with Impact to discuss effects of sexual violence on survivors' mental health & how to support friends. Co-sponsored by SAS
Survivor Love letters	2/14/2020	5 hours	50+	Tabling in Cro on Valentine's Day to encourage students to create messages of support to survivors
Frisky February Consent Workshop	2/19/2020	90 minutes	25	Interactive workshop about consent facilitated by SVPA Interns & GSP Student Staff
Frisky February Sex Trivia	2/25/2020	60 minutes	50+	Trivia on consent and sex facilitated by SVPA OInterns & GSP Student Staff
Consent, Explained Campaign	3/01/2020	---		Poster campaign around campus explaining various aspects of consent

Green Dot Bootcamp	3/11/2020	60 minutes	50	GDB for Men's Lacrosse Team
Sexual Assault Awareness Month Social Media	4/01/2020	---		Social media posts highlighting and supporting survivors
Tea on Title IX Event	4/26/2020	60 minutes	5	Q&A event with Ebony and CJ
CCRT Meeting	5/08/2020	60 minutes		Semesterly CCRT meeting to discuss new Title IX Regs

Name of Program	Date	Length of Time	# Attended (If known)	Brief Description
#ReclaimRedZones Campaign	8/23/2020-10/8/2020	n/a	n/a	social media campaign highlighting important figures in sexual violence history, reclaiming survivorship, speaking out, & resources on campus
Green Dot Trainings for Student Leaders	8/22, 8/25, 8/27, 8/28, 9/2	60 minutes	~250	7 different 60 minute Green Dot overviews for all SAs, DIEI student staff, REAL Staff, and other student leaders as a part of Shared Student Leader Training
Genesis Convos on Healthy Relationships	8/20, 8/21	60 minutes	?	Informal session with Director of SVPA & Title IX Coordinator re: healthy relationships and consent for Genesis Pre-Orientation Program
Know Your IX: Camels' Got Your Back	8/29, 8/30	60 minutes	all first years	Informational presentation by SVPA & Title IX re: policies on campus
Speak About It	8/30/2020	90 minutes	all first years	After independently watching three videos on consent, power, and hooking up, students met within their FYS groups for a facilitated conversation with SafetyNet Peer Educators and/or DIEI Student Staff
Masculinity Monday Campaign	9/21/2020-present	n/a	n/a	social media campaign to highlight men in prevention, talk about healthy vs toxic masculinity, and how men can prevent sexual violence. 11 posts total in Fall 2020
Virtual Green Dot Bootcamp	9/18/2020	90 minutes	11	Virtual Green Dot Bootcamp Workshop for interested students
Virtual Green Dot Bootcamp	9/22/2020	90 minutes	18	Virtual Green Dot Bootcamp Workshop for interested students
SVPA Community Conversation: Safety & Spaces	9/30/2020	60 minutes	10	Open conversation with students about voyeurism incident in Wright, safety, and prevention
Domestic Violence Awareness Month Campaign	10/1/2020-10/31/2020	n/a	n/a	social media campaign to educate the community about domestic violence dynamics, statistics, and intersections, published in English & Spanish. Collaboration with GSP. Posts were published every Thursday & Sunday in October.

Writing for Healing	10/2/2020	90 minutes	7	Workshop on using creative writing for healing & processing, co-facilitated with ORSP and Cadenza Magazine
Red Flag Campaign	10/5/2020-10/15/2020	n/a	n/a	Educational display on Larrabee Green highlighting the "red flags" of dating violence using signs and red surveyors flags
Wright House Community Conversation	10/4/2020	60 minutes	15	Facilitated conversations for residents of Wright House about voyeurism incident--co-facilitated with the Floor Gov
Virtual Green Dot Bootcamp	10/8/2020	90 minutes	12	Virtual Green Dot Bootcamp Workshop for interested students
Let's Talk COVID & Safer Sex	11/2/2020	60 minutes	10	Student-facilitated conversation about consent, boundaries, and safer sex during COVID. Collaboration with GSP.
Let's Talk Reproductive Justice	11/9/2020	60 minutes	20	Student-facilitated conversation about reproductive justice. Collaboration with Dialogue, GSIS, and GSP
Stronger Together: Reclaiming Survivorship Panel	11/11/2020	60 minutes	30	Virtual panel with three survivor-activists who have channeled their experiences in to various different avenues (activism, teaching, art, etc)
Green Dot Bootcamp for Men's Rugby	11/18/2020	60 minutes	20	Virtual Green Dot Bootcamp for members of men's club rugby
IX Days of IX Changes to Title IX Campaign	12/1/2020-12/9/2020	n/a	n/a	Social media campaign to educate the community about changes to Title IX, created by the SafetyNet Policy & Legal Task force
Let's Talk New Title IX Regs: Title IX Virtual Town Hall	12/9/2020	60 minutes	10	Virtual Conversation about Title IX regs with TIXC, facilitated by the SafetyNet Policy & Legal Task Force

## **Procedures Students Should Follow if Harassment, Discrimination, Dating Violence, Domestic Violence, Stalking and/or Retaliation Occurs**

### **Notice/Complaints of Discrimination, Harassment, and/or Retaliation**

Notice or complaints of discrimination, harassment, and/or retaliation may be made using any of the following options:

1. File a complaint with, or give verbal notice to, the Title IX Coordinator, deputies or Officials with Authority (see contact information above). Such a report may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator or any other official listed.
2. Report online, using the reporting form posted at Honor Code Violation Incident

Reporting. Anonymous reports are accepted, but they can give rise to a need to investigate and a responsibility to provide supportive measures as appropriate and to the extent possible.

Anonymous reports can be submitted using the reporting form at Sexual Misconduct Anonymous Reporting. Because reporting carries no obligation to initiate a formal response, and as the College respects Complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety, the Complainant is largely in control and should not fear a loss of privacy by making a report that allows the College to discuss and/or provide supportive measures.

A Formal Complaint means a document filed/signed by the Complainant or signed by the Title IX Coordinator alleging a policy violation by a Respondent and requesting that the College investigate the allegation(s). A complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information in the section immediately above. As used in this paragraph, the phrase “document filed by a Complainant” means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the College) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the complaint.

If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the Complainant to ensure that it is filed correctly.

### **Supportive Measures**

Connecticut College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the College’s education program or activity, including measures designed to protect the safety of all parties or the College’s educational environment, and/or deter harassment, discrimination, and/or retaliation. The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, the College will inform the Complainant, in writing, that they may file a formal complaint with the College either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

The College will maintain the privacy of the supportive measures, provided that privacy does not impair the College’s ability to provide the supportive measures. Connecticut College will act to ensure as minimal an academic impact on the parties as possible. The College will implement measures in a way that does not unreasonably burden the other party. These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling

- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Persona Non Grata (PNG)
- Timely warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

Violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement.

### **Emergency Removal**

The College can act to remove a Respondent entirely or partially from its education program or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. This risk analysis is performed by the Title IX Coordinator in conjunction with the CARE Team using its standard objective violence risk assessment procedures.

The Title IX Coordinator has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline, which may include expulsion or termination.

The College will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to: removing a student from a residence hall, temporarily re-assigning an employee (in conjunction with Human Resources), restricting a student's or employee's access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

At the discretion of the Title IX Coordinator, alternative coursework options may be pursued to ensure as minimal an academic impact as possible on the parties.

If you are the victim of sexual misconduct, intimate partner violence, or stalking some or all of these safety suggestions may guide you after an incident has occurred:

1. Go to a safe place and speak with someone you trust. Tell this person what happened. If there is any immediate danger, contact Campus Safety if you are on campus or call 911 if you are off campus.

2. Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.
3. If you are on campus during regular business hours, you may go to Student Counseling Services in Warnshuis building at 860 439-4587, as well as to Rachel Stewart in Crozier Williams at 860 439-2219 for support and guidance. These are both confidential resources. After regular business hours, or in any situation where a victim wishes, local resources are also available and may be able to provide confidential assistance:

Sexual Assault Crisis Center of Eastern CT 24 Hour Hotline: 1-888-999-5545.

4. For your safety and well-being, immediate medical attention is encouraged. Victims may seek medical care at Student Health Services or Yale New Haven Health Lawrence and Memorial (L&M) Emergency Room (365 Montauk Avenue, New London). The hospital will arrange for a specific medical examination at no charge or can work with you to arrange state reimbursement.
  - Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. Physical evidence of a criminal sexual assault must be collected within 120 hours. To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.
  - Typically, if the police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered clothing, and any other pertinent articles that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean **paper** bag or clean sheet to avoid contamination.
  - If you have physical injuries, photograph or have them photographed, with a date stamp on the photo.
  - Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.
  - Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.
  - If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify the Director of Campus Safety and Emergency Operations at (860) 439-2251 or call the Dispatch Center at (860) 439-2222 or the campus Title IX Coordinator at (860) 439-2624 so that those orders can be observed on campus.
5. Even after the immediate crisis has passed, consider seeking support from:
  - Student Counseling Services at 860 439-4587,
  - Director of Sexual Violence Prevention and Advocacy at (860) 439-2219

And/or

- Sexual Assault Crisis Center of Eastern CT 24 Hour Hotline at (888) 999-5545.
6. Contact the Office of the Dean of Students at (860) 439-2825 or the Title IX Coordinator (860) 439-2624 if you need assistance with College related concerns, such as no-contact orders or other protective measures. The Director of Sexual Violence Prevention and Advocacy, (860) 439-2219 will also assist in any needed advocacy for members of the campus community who wish to obtain protective or restraining orders from local authorities. The College is able to offer reasonable academic supports, changes to living arrangements, transportation resources or modifications, escorts, no contact orders, counseling services access, and other supports and resources as needed by a victim. The College is able to offer information about legal assistance, visa/immigration assistance, and student financial aid considerations for victims.

## **Reporting Incidents of Harassment, Discrimination, Domestic Violence, Dating Violence, Stalking and Retaliation**

### **Involvement of Law Enforcement and Campus Authorities:**

Although Connecticut College strongly encourages all members of its community to report violations of this policy to Campus Safety, the New London Police Department and/or the Waterford Police Department, it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. Campus Safety will assist any victim with notifying law enforcement if the victim so desires.

The New London and Waterford Police Departments are available if a student would like to report discrimination, harassment, sexual assault, stalking, or domestic/dating violence, and, possibly initiate a criminal investigation. The Police Department can also assist the student with obtaining a protective order through the court. The College will honor any court-issued protective order. Connecticut College encourages students to report all crimes to the appropriate district police department and will assist the complainant in making such a report. Again, this option of reporting is not exclusive; a student may seek internal College support and also file a formal complaint with the Associate Dean for Equity and Compliance Programs in addition to reporting to the police.

The Director of Sexual Violence Prevention and Advocacy can initiate contact and arrange a meeting between a student and the police. A representative of the College may accompany the student, upon request. During a police investigation, the College may briefly suspend its own investigation to accommodate the needs of the police. The College has no control over the police investigation and the resulting legal process.

**Note:** In addition to its responsibilities under Title IX, the College may have an obligation under state law to report instances of sexual abuse or exploitation of a person under the age of 18 to local police or the Connecticut Department of Children and Families, and it may report to the police instances of sexual activity with a minor that that would constitute a crime under Connecticut law. Otherwise, cases are reported to the police only if the individual requests it or if there is an imminent health or safety risk.

## **Reporting Incidents of Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation on Campus:**

If you have been the victim of Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation you should report the incident promptly to one of Title IX Coordinators, (listed below) or a member of the Department of Campus Safety. All reports of all Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation made to Department of Campus Safety will automatically be referred to the Title IX Coordinator for review. The Title IX Coordinator is not a confidential reporting entity and is required to report criminal incidents to the Department of Campus Safety.

### **Title IX Coordinators:**

- Ebony Manning, Associate Dean for Equity and Compliance Programs, Title IX Coordinator, (860) 439-2624, email: [emanning@conncoll.edu](mailto:emanning@conncoll.edu) or [titleIX@conncoll.edu](mailto:titleIX@conncoll.edu)
- Eva Kovach, Adjunct Professor, Women's Rowing Coach, Deputy Title IX Coordinator, (860) 439-2557, email: [edkov@conncoll.edu](mailto:edkov@conncoll.edu)

## **Procedures Connecticut College will follow if an incident of Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation is reported to the College.**

### **Notice/Complaint**

Upon receipt of a complaint or notice to the Title IX Coordinator of an alleged violation of the Policy, the College initiates a prompt initial assessment to determine the next steps the College needs to take.

The College will initiate at least one of three responses:

1. Offering supportive measures because the Complainant does not want to proceed formally; and/or
2. An informal resolution; and/or
3. A Formal Grievance Process including an investigation and a hearing.

The investigation and grievance process will determine whether or not the Policy has been violated. If so, the College will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

Title IX Coordinator will initiate the Gender-Based Misconduct Complaint Investigation Process to address the complaint. Stalking complaints not related to Title IX may be referred to the Dean's Grievance process. The College may be limited in pursuing and/or resolving complaints involving students no longer at the institution.

The College reserves the right to take whatever measures it deems necessary in response to complaints of sexual misconduct, sexual assault, dating violence, domestic violence, intimate partner violence, stalking, or other gender-based discrimination in order to protect the rights and personal safety of the members of the campus community. Such measures include, but are not limited to, modification of living arrangements and class schedules, summary removal from campus pending an investigation, restricting/prohibiting contact with person(s) on campus, transportation assistance, reporting to the local

police, and pursuing an investigation without the participation of the complainant. The College has the responsibility to consider the concerns and rights of both the complainant and the respondent.

Students may also consider requesting a campus no-contact order from the Title IX Coordinator. The campus advocates can discuss this process with students. With a no-contact order in effect, a student is instructed not to engage in either direct or indirect contact with the complainant(s) and witnesses. Methods of contact include verbal exchange, telephone, email, letter, and communication via another party on the student's behalf.

**Federal Timely Warning Obligations:** Individual who have experienced sexual harassment, dating violence, or stalking need to be aware that the College must issue timely warnings for incidents reported that pose a substantial threat of bodily harm or danger to the members of the campus community. The College will ensure that a complainant's name and other identifying information are not disclosed while still providing enough information for community members to make safety decisions in light of the danger (see Campus Safety Communications in Student Handbook).

**Procedures Connecticut College will follow if Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation is reported to the College.**

### **Applicable Scope**

The core purpose of this policy is the prohibition of all forms of discrimination. Sometimes, discrimination involves exclusion from activities, such as admission, athletics, or employment. Other times, discrimination takes the form of harassment or, in the case of sex-based discrimination, can encompass sexual harassment, sexual assault, and stalking, sexual exploitation, dating violence or domestic violence. When an alleged violation of this anti-discrimination policy is reported, the allegations are subject to resolution using the College's "Process A" or "Process B," as determined by the Title IX Coordinator, and as detailed below. When the Respondent is a member of the College community, a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the College community. This community includes, but is not limited to, students<sup>2</sup>, student organizations, faculty, administrators, staff, and third parties such as guests, visitors, volunteers, and invitees. The procedures below may be applied to incidents, to patterns, and/or to the campus climate, all of which may be addressed and investigated in accordance with this policy.

Sexual misconduct, sexual assault, domestic violence, dating violence, intimate partner violence, stalking and other forms of gender-based discrimination are considered Title IX violations and oblige the College to respond to reported incidents. Once an institution has received notice of a possible Title IX violation, the Office for Civil Rights requires it to take immediate and appropriate steps to investigate what occurred, and if a violation is found, to take prompt and effective action to end the harassment, remedy the effects, and prevent its recurrence. This course of action is the institution's responsibility whether or not the member of the campus community who was harassed makes a formal complaint or otherwise asks the school to take action. Students have a right to file a complaint with the Office for Civil Rights concerning alleged failures by the College to comply with the requirements of Title IX. Complaints may be filed at <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.

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<sup>2</sup> For the purpose of this policy, the College defines "student" as any individual who has accepted an offer of admission, or who is registered or enrolled for credit or non-credit bearing coursework, and who maintains an ongoing relationship with the College.

### **Promptness**

All allegations are acted upon promptly by the College once it has received notice or a formal complaint. Complaints can take 60-90 business days to resolve, typically. There are always exceptions and extenuating circumstances that can cause a resolution to take longer, but the College will avoid all undue delays within its control. Any time the general timeframes for resolution outlined in our procedures will be delayed, the Title IX Coordinator will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

### **Privacy**

Every effort is made by the College to preserve the privacy of reports. The College will not share the 3 identity of any individual who has made a report or complaint of harassment, discrimination, or retaliation; any Complainant, any individual who has been reported to be the alleged actor of sex discrimination, any Respondent, or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of 34 CFR Part 106, including the conducting of any investigation, hearing, or grievance proceeding arising under these policies and procedures.

The College reserves the right to designate which College officials have a legitimate educational interest in being informed about incidents that fall within this policy, pursuant to the Family Educational Rights and Privacy Act (FERPA).

Only a small group of officials who need to know will typically be told about the complaint, including but not limited to: Office for Institutional Equity and Inclusion, Division of Student Life, Equity and Compliance Office, Campus Safety, Department of Faculty, Human Resources and the Care Team. Information will be shared as necessary with Investigators, Hearing Panel members/Decision-makers, witnesses, and the parties. The circle of people with this knowledge will be kept as tight as possible to preserve the parties' rights and privacy.

The College may contact parents/guardians to inform them of situations in which there is a significant and articulable health and/or safety risk, but will usually consult with the student first before doing so.

### **Support for Students Who Have Experienced Sexual Misconduct, Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation on Campus:**

The students have several choices in terms of seeking information and support. The following sections outline all the available options. None of these options is mutually exclusive; a student may pursue any or all options.

#### **Confidential Support**

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with:

- Student Counseling Services Staff (860-439-4587)
- Student Health Services Staff (860.-439-2275)
- Confidential Advocates

- Rachel Stewart, Director of Sexual Violence Prevention and Advocacy (860-439-2219)
- Chaplains & Office of Religious and Spiritual Programs (860-439-2450)
- Athletic trainers (if licensed and privileged under state statute, and/or working under the supervision of a health professional)
- Off-campus (non-employees):
  - Licensed professional counselors and other medical providers
  - Local rape crisis counselors
  - Domestic violence resources
  - Local or state assistance agencies
  - Clergy/Chaplains
  - Attorneys

All of the above-listed individuals will maintain confidentiality when acting under the scope of their licensure, professional ethics, and/or professional credentials, except in extreme cases of immediacy of threat or danger or abuse of a minor/individual with a disability, or when required to disclose by law or court order.

Campus counselors and/or the Employee Assistance Program are available to help free of charge and may be consulted on an emergency basis during normal business hours.

Connecticut College employees who are confidential will timely submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client, patient, or parishioner.

### **Campus Advocates**

Connecticut College has three confidential advocates with knowledge of sexual assault, intimate partner violence, and stalking. These advocates are a confidential reporting option and typically available during the academic year to assist students who experience sexual misconduct, stalking, or intimate partner violence. The advocates are:

- Rachel Stewart, Director of Sexual Violence Prevention and Advocacy (860-439- 2219/Cro 222)

While the Director of Sexual Violence Prevention and Advocacy serves as the lead advocate on campus, all confidential advocates can offer assistance with the following:

- support
- connecting students with the appropriate on campus services (medical, counseling, housing and academic accommodations)
- connecting students with the appropriate off campus services (medical, counseling, and legal)
- providing information about the reporting procedures, both on and off campus
- securing an on-campus no-contact directive
- serving as a resource for friends as well as for faculty and staff supporting students.

### *No Contact Orders:*

Students may also consider requesting a campus no-contact order from Senior Associate Dean of Student Life. The Director of Sexual Violence Prevention and Advocacy can discuss this process with students. With a no-contact order in effect, a student is instructed not to engage in either direct or

indirect contact with the complainant(s) and witnesses. Methods of contact include verbal exchange, telephone, email, letter, and communication via another party on the student's behalf.

### **Investigations of Sexual Misconduct, Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation on Campus Involving Student Respondents**

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary. All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record.

The Investigator(s) typically take(s) the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- In coordination with campus partners (e.g., the Title IX Coordinator), initiate or assist with any necessary supportive measures
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated
- Assist the Title IX Coordinator, if needed, with conducting a prompt initial assessment to determine if the allegations indicate a potential policy violation
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all witnesses and the parties
- Meet with the Complainant to finalize their interview/statement, if necessary
- Work with the Title IX Coordinator, if necessary, to prepare the initial Notice of Investigation and Allegation (NOIA). The NOIA may be amended with any additional or dismissed allegations
  - Notice should inform the parties of their right to have the assistance of an Advisor, who could be a member of the Pool or an Advisor of their choosing present for all meetings attended by the party
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes (or transcript) of the relevant evidence/testimony from their respective interviews and meetings
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions.
- Complete the investigation promptly and without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation.
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) with a list of witnesses whose information will be used to render a finding

- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included
- The Investigator(s) gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which the College does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten days. Each copy of the materials shared will be watermarked on each page with the role of the person receiving it (e.g., Complainant, Respondent, Complainant's Advisor, Respondent's Advisor).
- The Investigator(s) may elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses
- The Investigator(s) will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigator(s) should document all rationales for any changes made after the review and comment period
- The Investigator will incorporate any relevant feedback, and the final report is then shared with all parties and their Advisors through secure electronic transmission or hard copy at least ten (10) business days prior to a hearing. The parties are also provided with a file of any directly related evidence that was not included in the report

### **Evidentiary Considerations in the Investigation**

The investigation does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) the character of the parties; or 3) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Within the boundaries stated above, the investigation can consider character evidence generally, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct.

### **Referral for Hearing**

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing.

The hearing cannot be less than ten (10) business days from the conclusion of the investigation –when the final investigation report is transmitted to the parties and the Decision-maker–unless all parties and the Decision-maker agree to an expedited timeline.

The Title IX Coordinator will select an appropriate Decision-maker(s) from the Pool depending on whether the Respondent is an employee or a student. Allegations involving student-employees will be directed to the appropriate Decision-maker depending on the context of the alleged misconduct

### **Hearing Decision-maker Composition**

The College will designate a single Decision-maker and three-member panel from the Pool, at the discretion of the Title IX Coordinator. The single Decision-maker will also Chair the hearing. With a panel, one of the three members will be appointed as Chair by the Title IX Coordinator.

The Decision-maker(s) will not have had any previous involvement with the investigation. The Title IX Coordinator may elect to have an alternate from the Pool sit in throughout the resolution process in the event that a substitute is needed for any reason.

Those who have served as Investigators will be witnesses in the hearing and therefore may not serve as Decision-makers. Those who are serving as Advisors for any party may not serve as Decision-makers in that matter.

The Title IX Coordinator may not serve as a Decision-maker or Chair in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill this role. The hearing will convene at a time determined by the Chair or designee.

### **Evidentiary Considerations in the Hearing**

Any evidence that the Decision-maker(s) determine(s) is relevant and credible may be considered. The hearing does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Within the boundaries stated above, the hearing can consider character evidence generally, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct.

Previous disciplinary action of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information is only considered at the sanction stage of the process.

The parties may each submit a written impact statement prior to the hearing for the consideration of the Decision-maker(s) at the sanction stage of the process when a determination of responsibility is reached.

After post-hearing deliberation, the Decision-maker renders a determination based on [the preponderance of the evidence; whether it is more likely than not that the Respondent violated the Policy as alleged.

## **Notice of Hearing**

No less than ten (10) business days prior to the hearing, the Title IX Coordinator or the Chair will send notice of the hearing to the parties. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The notice will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing and a reminder that attendance is mandatory, superseding all other campus activities.
- Any technology that will be used to facilitate the hearing.
- Information about the option for the live hearing to occur with the parties located in separate rooms using technology that enables the Decision-maker(s) and parties to see and hear a party or witness answering questions. Such a request must be raised with the Title IX Coordinator at least five (5) business days prior to the hearing.
- A list of all those who will attend the hearing, along with an invitation to object to any Decision-maker on the basis of demonstrated bias. This must be raised with the Title IX Coordinator at least two (2) business days prior to the hearing.
- Information on how the hearing will be recorded and on access to the recording for the parties after the hearing.
- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence, and the party's or witness's testimony and any statements given prior to the hearing will not be considered by the Decision-maker(s). For compelling reasons, the Chair, in consultation with the Title IX Coordinator, may reschedule the hearing.
- Notification that the parties may have the assistance of an Advisor of their choosing at the hearing and will be required to have one present for any questions they may desire to ask. The party must notify the Title IX Coordinator if they do not have an Advisor, and the College will appoint one. Each party must have an Advisor present. There are no exceptions.
- A copy of all the materials provided to the Decision-maker(s) about the matter, unless they have been provided already.
- An invitation to each party to submit to the Chair an impact statement pre-hearing that the Decision-maker will review during any sanction determination.
- An invitation to contact the Title IX Coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing, at least seven (7) business days prior to the hearing.
- Parties cannot bring mobile phones/wifi connected devices into the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this Policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by the College and remain within the 60-90 business day goal for resolution.

In these cases, if the Respondent is a graduating student, a hold may be placed on graduation and/or official transcripts until the matter is fully resolved (including any appeal). A student facing charges under this Policy is not in good standing to graduate.

### **Alternative Hearing Participation Options**

If a party or parties prefer not to attend or cannot attend the hearing in person, the party should request alternative arrangements from the Title IX Coordinator or the Chair at least five (5) business days prior to the hearing.

The Title IX Coordinator or the Chair can arrange to use technology to allow remote testimony without compromising the fairness of the hearing. Remote options may also be needed for witnesses who cannot appear in person. Any witness who cannot attend in person should let the Title IX Coordinator or the Chair know at least five (5) business days prior to the hearing so that appropriate arrangements can be made.

### **Hearing Procedures**

At the hearing, the Decision-maker(s) has the authority to hear and make determinations on all allegations of discrimination, harassment, and/or retaliation and may also hear and make determinations on any additional alleged policy violations that have occurred in concert with the discrimination, harassment, and/or retaliation, even though those collateral allegations may not specifically fall within the policy on Equal Opportunity, Harassment, and Nondiscrimination.

Participants at the hearing will include the Chair, any additional panelists, the hearing facilitator, the Investigator(s) who conducted the investigation, the parties (or three (3) organizational representatives when an organization is the Respondent), Advisors to the parties, any called witnesses, the Title IX Coordinator and anyone providing authorized accommodations or assistive services.

The Chair will answer all questions of procedure. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

The Chair will allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the Decision-maker(s) and the parties and will then be excused.

### **Joint Hearings**

In hearings involving more than one Respondent or in which two (2) or more Complainants have accused the same individual of substantially similar conduct, the default procedure will be to hear the allegations jointly.

However, the Title IX Coordinator may permit the investigation and/or hearings pertinent to each Respondent to be conducted separately if there is a compelling reason to do so. In joint hearings, separate determinations of responsibility will be made for each Respondent with respect to each alleged policy violation.

## **The Order of the Hearing –**

- Introductions and Explanation of Procedure
- Investigator Presents the Final Investigation Report
- Testimony and Questioning
- Refusal to Submit to Cross-Examination and Inferences

If a party or witness chooses not to submit to cross-examination at the hearing, either because they do not attend the meeting, or they attend but refuse to participate in questioning, then the Decision-maker(s) may not rely on any prior statement made by that party or witness at the hearing (including those contained in the investigation report) in the ultimate determination of responsibility. The Decision-maker(s) must disregard that statement. Evidence provided that is something other than a statement by the party or witness may be considered.

The Decision-maker(s) may not draw any inference solely from a party's or witness's absence from the hearing or refusal to answer cross-examination or other questions

- Recording Hearings
- Deliberation, Decision-making, and Standard of Proof
- Notice of Outcome

## **Sanctions**

Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent's disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the Decision-maker(s)

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

## **Student Sanctions**

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination:

- Disciplinary Warning – A letter indicating that a student has been found responsible for a violation of the Honor Code and/or the Student Code of Conduct. This sanction indicates that if the student is again found in violation of the Honor Code and/or Student Code of Conduct, a sanction will likely be imposed that reflects a repeated violation.
- Disciplinary Probation Level 1 – A status indicating that a student has been found responsible for a violation of the Honor Code and/or the Student Code of Conduct that reflects a more serious

violation. This sanction will be in effect for a specified period of time and indicates that if the student is again found in violation of the Honor Code and/or Student Code of Conduct during the period of this status, a sanction of Disciplinary Probation Level 2 or greater will likely be necessitated.

- Disciplinary Probation Level 2– Formal notice that a student’s status at the College is in jeopardy as a result of one or more violations of the Honor Code and/or Student Code of Conduct. This sanction will be in effect for a specified period of time and indicates that if the student is found in violation of the Honor Code and/or Student Code of Conduct during the period of this status, the imposed sanction may include Loss of Housing, Suspension from the College, or Expulsion from the College. While on probation, a student will not be permitted to serve as a member of Student Government Association, an executive Board member of a student organization, or on any standing College committee. A student’s ability to participate in other college programs may also be limited by this status as determined by those offices (i.e. Study Away programs, CELS internships). When placed on this status, the Office of the Dean of the College and the student’s parent/guardian may be notified.
- Expulsion from the College – Permanent dismissal from the College without the right to return. An expelled student no longer has the privileges of matriculated students and may not engage in College activities, use any College facilities, or be on College property. Financial reimbursement is made according to the refund schedule listed in the College Catalog. When expelled from the College, the student’s parent/guardian may be notified as permitted by FERPA.
- Loss of Housing - – Dismissal from College owned housing for a specified period of time. Financial reimbursement is made according to the refund schedule in the College Catalog. During this period, a student is not eligible for summer housing. After this period is concluded, the student may request the Dean of Students or their designee to re-evaluate the student’s ability to return to the residence hall. Loss of housing may result in notification of the student’s faculty and staff adviser, class dean, and parent/guardian.
- Suspension from the College – Suspension from the College is a temporary dismissal from the College for a specified period of time. After this period is concluded, the student may resume his or her studies following an interview with the Dean of Students or their designee. A suspended student may not engage in College activities, use any College facilities, or be on College property without expressed permission from the Dean of Students or their designee. Financial reimbursement is made according to the refund schedule in the College Catalog. When suspended from the College, the student’s class dean, athletic coach, and parent/guardian may be notified. A suspended student does not have the opportunity to earn academic credit towards a Connecticut College degree unless granted permission by the Dean of Students.
- Organizational Sanctions: Deactivation, loss of recognition, loss of some or all privileges (including College registration) for a specified period of time.
- Other Actions: In addition to or in place of the above sanctions, the College may assign any other sanctions in the Student Handbook as deemed appropriate.

Employee Sanctions Responsive actions for an employee who has engaged in harassment, discrimination, and/or retaliation may include:

- Warning – Verbal or Written
- Performance Improvement/Management Process
- Required Counseling
- Required Training or Education
- Probation

- Loss of Annual Pay Increase
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Suspension with pay
- Suspension without pay
- Termination
- Other Actions: In addition to or in place of the above sanctions, the College may assign any other sanctions as deemed appropriate.

### **Long-Term Remedies/Other Actions**

Following the conclusion of the resolution process, and in addition to any sanctions implemented, the Title IX Coordinator may implement additional long-term remedies or actions with respect to the parties and/or the campus community that are intended to stop the harassment, discrimination, and/or retaliation, remedy the effects, and prevent reoccurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Education to the individual and/or the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts
- Climate surveys
- Policy modification and/or training
- Provision of transportation accommodations
- Implementation of long-term contact limitations between the parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX Coordinator, certain long-term support or measures may also be provided to the parties even if no policy violation is found.

When no policy violation is found, the Title IX Coordinator will address any remedies owed by the Recipient to the Respondent to ensure no effective denial of educational access.

The College will maintain the privacy of any long-term remedies/actions/measures, provided privacy does not impair the College's ability to provide these services.

### **Failure to Comply with Sanctions and/or Interim and Long-term Remedies and/or Responsive Actions**

All Respondents are expected to comply with the assigned sanctions, responsive actions, and/or corrective actions within the timeframe specified by the final Decision-maker(s) (including the Appeal Chair).

Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension, expulsion, and/or termination from the College and may be noted on a student's official transcript.

A suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator.

**Amnesty:**

The health and safety of students is a primary concern at Connecticut College. At the discretion of the Senior Associate Dean of Student Life or the Dean of Students, the college may extend amnesty to students for minor violations when the student chooses to bring related serious violations (such as hazing, sexual harassment, drug distribution) to the dean's attention. Educational options may be implemented by the Senior Associate Dean of Student Life or the Dean of Students but no conduct proceedings will be initiated. Please refer to the Medical Amnesty Policy for alcohol and other drugs in the [Student Handbook](#).

**Cross-Complaints:** The College is obligated to ensure that the grievance process is not abused for retaliatory purposes. The College permits the filing of cross-complaints but uses an initial assessment, described above, to assess whether the allegations in the cross-complaint are made in good faith. Cross-complaints by the Respondent may be made in good faith, but are, on occasion, also made for purposes of retaliation. Cross-complaints made with retaliatory intent will not be permitted.

Once a complaint has been initiated, the Respondent will have the opportunity to respond to the complaint and/or file a non-retaliatory cross-complaint. Cross-complaints determined to have been reported in good faith will be processed using the grievance procedures below. Investigation of such claims may take place after resolution of the underlying initial allegation, in which case a delay may occur.

Cross-complaints may also be resolved through the same investigation as the underlying allegation, at the discretion of the Title IX Coordinator. Any complaint or cross-complaint that is deemed by the Associate Dean for Equity and Compliance Programs and/or the investigator(s) to have been filed in bad faith or frivolously will be considered retaliation against the Complainant who filed the original complaint, will become a separate violation of the Connecticut College Policy, and will subject the respondent to potential sanctions. (Please see the Retaliation Policy).

**Retaliation** It is prohibited for the College or any member of the College's community to intimidate, threaten, coerce, harass, or discriminate against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and procedure.

Protected activity under this policy includes retaliation against someone for reporting an incident that may implicate this policy, participating in the grievance process, supporting a Complainant or Respondent, assisting in providing information relevant to an investigation, and/or acting in good faith to oppose conduct that constitutes a violation of this Policy.

Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. The College will take appropriate steps to protect individuals who fear that they may be subjected to retaliation. Making charges against an individual for code of conduct violations that

do not involve sex discrimination or sexual harassment but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, constitutes retaliation.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy and procedure does not constitute retaliation. A determination regarding responsibility alone is not sufficient to conclude that any party has made a materially false statement in bad faith.

Any student, employee, or any other person in the College who is found to have engaged in retaliation is subject to discipline up to and including terminations of employment or expulsion

### **Statement of Rights of the Parties**

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment or discrimination made in good faith to College officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by College officials.
- The right to have College policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by College officials from reporting sexual misconduct or discrimination to both on-campus and off-campus authorities.
- The right to be informed by College officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by College authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by College law enforcement and/or other College officials.
- The right to be informed of available interim actions and supportive measures, such as counseling; advocacy; health care; legal, student financial aid, visa, and immigration assistance; or other services, both on campus and in the community.
- The right to a College-implemented contact-limitation order or a Persona Non-grata order (PNG) when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct that presents a danger to the welfare of the party or others.
- The right to be informed of available assistance in changing academic, living, and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either campus or criminal,

needs to occur before this option is available. Such actions may include, but are not limited to:

- Relocating an on-campus student's housing to a different on-campus location with Assistance from College staff in completing the relocation
- Changing an employee's work environment (e.g., reporting structure, office/workspace relocation)
- Transportation accommodations
- Visa/immigration assistance
- Arranging to dissolve a housing contract and a pro-rated refund o Exam, paper, and/or assignment rescheduling or adjustment
- Receiving an incomplete in, or a withdrawal from, a class (may be retroactive) o Transferring class sections
- Temporary withdrawal/leave of absence (may be retroactive)
- Campus safety escorts
- Alternative course completion options.
- The right to have the College maintain such actions for as long as necessary and for supportive measures to remain private, provided privacy does not impair the College's ability to provide the supportive measures.
- The right to receive sufficiently advanced, written notice of any meeting or interview involving the other party, when possible.
- The right to ask the Investigator(s) and Decision-maker(s) to identify and question relevant witnesses, including expert witnesses.
- The right to provide the Investigator(s)/Decision-maker(s) with a list of questions that, if deemed relevant by the Investigator(s)/Chair, may be asked of any party or witness. ● The right not to have irrelevant prior sexual history or character admitted as evidence.
- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to fair opportunity to provide the Investigator(s) with their account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of the investigation report, including all factual, policy, and/or credibility analyses performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by state and federal law, prior to the hearing, and the right to have at least ten (10) business days to review the report prior to the hearing.
- The right to respond to the investigation report, including comments providing any additional relevant evidence after the opportunity to review the investigation report, and to have that response on the record.
- The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have reports of alleged Policy violations addressed by Investigators, Title IX Coordinators, and Decision-maker(s) who have received at least eight hours of relevant annual training.
- The right to preservation of privacy, to the extent possible and permitted by law.
- The right to meetings, interviews, and/or hearings that are closed to the public.
- The right to petition that any College representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.

- The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process.
- The right to have the Recipient compel the participation of faculty and staff witnesses.
- The right to the use of the appropriate standard of evidence, preponderance of the evidence, to make a finding after an objective evaluation of all relevant evidence.
- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing.
- The right to have an impact statement considered by the Decision-maker(s) following a determination of responsibility for any allegation, but prior to sanctioning.
- The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process and a detailed rationale therefore (including an explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the parties.
- The right to be informed in writing of when a decision by the College is considered final and any changes to the sanction(s) that occur before the decision is finalized.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the College.
- The right to a fundamentally fair resolution as defined in these procedures.

### **Process for Leave/Withdrawal and Interim Actions**

A student may not voluntarily go on leave or withdraw from the College before the resolution of any violation unless he/she has been granted permission from the Dean of Students. The College reserves the right to administratively determine a student's leave/withdrawal status (see [College-initiated medical leave on page 120 of the student handbook](#)) or impose interim sanctions pending the outcome of a College student conduct process if there is a reasonable belief that:

- a student poses a legitimate safety concern or is a threat to the health and/or safety of any members of the College community;
- a student poses a threat of disruption or interference with the normal operations of the College.
- a student violates the college's policy on serious crimes ([student handbook](#))

Additionally, violations of the Honor Code and/or Student Code of Conduct when classes are not in session (i.e. winter/spring/summer break, final exam period, senior week) may result in an immediate loss of campus housing.

Process to request to review a decision for interim loss of housing or interim suspension:

1. Students may request a review of the determination within three business days of receipt of the decision.
2. The request must be submitted in writing to the Dean of Students. Reviews will only be considered for one or more of the following purposes:
  - To consider new information which was unavailable at the time of the original decision and could be outcome determinative;
  - To assess whether a material deviation from the procedures impacted the fairness or outcome of the decision;
  - To determine if the decision does not align with the information provided or whether reasonable accommodations would mitigate the situation.

The Dean of Students will make a decision within two business days of receiving the request for review. The interim status is in effect pending the outcome of the review process and the student is expected to be in compliance with the interim terms imposed.

## **Staff Procedures**

### **Support for Staff Members Who Have Experienced Sexual Misconduct, Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation on Campus.**

*Medical Attention:* When individuals experience any kind of sexual misconduct, intimate partner violence or stalking and feel medical services are needed, they may seek medical care at Yale New Haven Lawrence and Memorial (L&M) Emergency Room (365 Montauk Avenue, New London).

Physical evidence of a criminal sexual assault must be collected within 120 hours. However, individuals are also strongly encouraged to seek medical attention after that time period. It is important that they not wash themselves or their clothing before an examination, though doing so does not always destroy evidence, which may still be collectible. These resources can also offer treatment in addition to evidence collection, for any injuries, STDs, and pregnancy intervention options.

- The Sexual Assault Nurse Examiner (a specially trained nurse) at L&M is on call 24 hours a day, 7 days a week.
- A Rape Crisis Counselor from the Sexual Assault Crisis Center of Eastern CT can also meet an individual at L & M Hospital - the 24-hour State Hotline can be reached at 888-999-5545.

*Support:* The individual filing a complainant may be accompanied by an advisor of their choosing to guide and accompany them throughout the campus resolution process. The complainant is entitled to be accompanied by the advisor in all meetings and interviews at which the complainant is present.

All advisors are subject to the same campus rules whether or not they are attorneys. Advisors may not address campus officials in a meeting, interview, or other process unless invited to participate. Advisors may confer quietly with their advisees as long as the process is not disrupted. If an advisor becomes disruptive in meetings or at any point in the process, the advisor will be removed from the process. The Title IX Coordinator or the Deputy Title IX Coordinator will determine whether or not the advisor may be reinstated, replaced, or whether the right to an advisor has been forfeited for the remainder of the process.

The Staff Ombudsman is a neutral party whose role it is to ensure the fairness of College actions and is available to advise a staff member filing a complaint during this process.

### **Reporting Title IX Policy Violations**

If any member of the Connecticut College community experiences stalking, intimate partner violence, or sexual misconduct (including sexual assault, sexual harassment, sexual exploitation, and non-consensual sexual contact) or knows that someone else had any of these experiences, that person is encouraged to file a report. Reports can be made by contacting one of the Title IX Coordinators listed below, or on [CamelWeb](#), where there are two optional forms.

### **Title IX Coordinators:**

- Ebony Manning, Associate Dean for Equity and Compliance Programs, Title IX Coordinator, (860) 439-2624, email: [emanning@conncoll.edu](mailto:emanning@conncoll.edu) or [titleIX@conncoll.edu](mailto:titleIX@conncoll.edu)
- Eva Kovach, Adjunct Professor, Women's Rowing Coach, Deputy Title IX Coordinator, (860) 439-2557, email: [edkov@conncoll.edu](mailto:edkov@conncoll.edu)

*On Campus:* Staff members who have experienced any type of sexual misconduct, intimate partner violence, or stalking should immediately report (orally, in person, or in writing) the incident to a supervisor. This applies as well to anyone impacted by an employee who engages in any type of sexual misconduct, intimate partner violence, or stalking. The supervisor receiving the report will in turn notify Human Resources (HR) of the allegations, and HR will investigate the incident(s). Human Resources will notify the Title IX Coordinator. If for some reason the complaint cannot be reported to a supervisor, it may be reported to the supervisor's supervisor, or alternatively, to Liz Eames, Associate Director of Human Resources; Cheryl Miller, Assistant Vice President for Human Resources and Professional Development and Deputy Title IX Coordinator; or to Ebony Manning, the Title IX Coordinator. Reports of misconduct by the Title IX Coordinator or a Deputy should be made to the Dean of Institutional Equity and Inclusion.

For the purposes of Title IX, sexual assault and rape are considered forms of sexual harassment, defined under College policy as sexual misconduct; these actions oblige the College to respond to reported incidents. Once an institution has received notice of a possible Title IX Policy violation, the US Department of Education, Office for Civil Rights requires it to take immediate and appropriate steps to investigate what occurred, and if a violation is found, to take prompt and effective action to end the harassment, to remedy the effects and prevent reoccurrence. This course of action is the institution's responsibility whether or not the individual who was harassed makes a formal complaint or otherwise asks the school to take action. Individuals have a right to file a complaint with the Office of Civil Rights concerning alleged failures by the College to comply with the requirements of Title IX. Complaints may be filed at <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.

U.S. Department of Education  
Office for Civil Rights  
Lyndon Baines Johnson Department of Education Bldg.  
400 Maryland Avenue, SW  
Washington, DC 20202-1100  
Telephone: 800-421-3481  
FAX: 202-453-6012; TDD: 800-877-8339  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)

Names and contact information for the Title IX Coordinators are found in above.

*Off Campus:* The New London or Waterford Police Departments are available to receive reports of sexual misconduct, stalking, or intimate partner violence, and, possibly, initiate a criminal investigation. The police department can also assist with obtaining a protective order through the court. The College will honor any court-issued protective order. Connecticut College encourages individuals to report all crimes to the appropriate district police department. Again, this option of reporting is not exclusive; a staff member may file a formal complaint with Human Resources in addition to reporting to the police.

### **Support for Staff Members Accused of Sexual Misconduct, Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation**

If a member of the College community, guest or visitor makes a complaint of sexual misconduct, intimate partner violence, or stalking involving a staff member, that individual will typically be informed as part of the investigation. The investigator will explain the investigation procedures.

The individual responding to a complaint may be accompanied by an advisor of his/her choosing to guide and accompany them throughout the campus resolution process. The responding individual is entitled to be accompanied by the advisor in all meetings and interviews at which the responding individual is present.

All advisors are subject to the same campus rules whether or not they are attorneys. Advisors may not address campus officials in a meeting, interview, or other process unless invited to participate. Advisors may confer quietly with their advisees as long as the process is not disrupted. If an advisor becomes disruptive in meetings or at any point in the process, the advisor will be removed from the process. The Title IX Coordinator or the Deputy Title IX Coordinator will determine whether or not the advisor may be reinstated, replaced, or whether the right to an advisor has been forfeited for the remainder of the process.

The Staff Ombudsman is a neutral party whose role it is to ensure the fairness of College actions and is available to advise a staff member responding to a complaint during this process.

### **Investigations of Sexual Misconduct, Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation on Campus Involving Accused Staff Members**

Investigations of sexual misconduct, stalking, intimate partner violence, or other Title IX related violations involving accused staff members will typically be investigated internally by staff members trained in conducting Title IX investigations, under the supervision of the Title IX Coordinator with the guidance of legal counsel. Extremely complex or sensitive cases may be investigated by an external investigator.

### **Determining Sanctions for Staff Members Found Responsible**

When a staff member is found responsible for violating this policy, based on an investigation and using the preponderance of evidence standard of proof, the investigator(s) share their report with the Associate Vice President for Human Resources and Professional Development/Deputy Title IX Coordinator, who determines appropriate disciplinary action. The Title IX Coordinator may review the investigation/decision for any additional remedies that may be necessary beyond the disciplinary process to assure compliance with Title IX.

### **Faculty Procedures**

#### **Support for Faculty Members Sexual Misconduct, Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation on Campus**

*Medical Attention:* When individuals experience any kind of sexual misconduct, intimate partner violence or stalking and feel medical services are needed, they may seek medical care at Yale New Haven Lawrence and Memorial (L&M) Emergency Room (365 Montauk Avenue, New London).

Physical evidence of a criminal sexual assault must be collected within 120 hours. However, individuals are also strongly encouraged to seek medical attention after that time period. It is important that they not wash themselves or their clothing before an examination, though doing so does not always destroy evidence, which may still be collectible. These resources can also offer treatment in addition to evidence collection, for any injuries, STDs, and pregnancy intervention options.

- The Sexual Assault Nurse Examiner (a specially trained nurse) at L&M is on call 2 hours a day, 7 days a week.
- A Rape Crisis Counselor from the Sexual Assault Crisis Center of Eastern CT can also meet an individual at L & M Hospital - the 24-hour State Hotline can be reached at 888-999-5545.

*Support:* The individual filing a complaint may be accompanied by an advisor of his/her choosing to guide and accompany them throughout the campus resolution process. The complainant is entitled to be accompanied by the advisor in all meetings and interviews at which the complainant is present.

All advisors are subject to the same campus rules whether or not they are attorneys. Advisors may not address campus officials in a meeting, interview, or other process unless invited to participate. Advisors may confer quietly with their advisees as long as the process is not disrupted. If an advisor becomes disruptive in meetings or at any point in the process, the advisor will be removed from the process. The Title IX Coordinator or the Deputy Title IX Coordinator will determine whether or not the advisor may be reinstated, replaced, or whether the right to an advisor has been forfeited for the remainder of the process.

The Faculty Ombudsman is a neutral party whose role it is to ensure the fairness of College actions and is available to advise a faculty member filing a complaint during this process. The Faculty Ombudsman is Jason Nier (x5057), [jason.nier@conncoll.edu](mailto:jason.nier@conncoll.edu).

### **Reporting Title IX Policy Violations**

*On Campus:* Faculty members who have experienced any type of sexual misconduct, intimate partner violence, or stalking should immediately report (orally, in person, or in writing) the incident to their department chair, or Jeff Cole, Dean of the Faculty; Anne Bernhard, the Associate Dean of the Faculty or to Ebony Manning, the Title IX Coordinator. The person receiving the report will in turn notify the Dean of the Faculty. The Dean of the Faculty will notify the Title IX Coordinator and initiate an investigation.

For the purposes of Title IX, sexual assault and rape are considered forms of sexual harassment, defined under College policy as sexual misconduct; these actions oblige the College to respond to reported incidents. Once an institution has received notice of a possible Title IX Policy violation, the US Department of Education Office for Civil Rights requires it to take immediate and appropriate steps to investigate what occurred, and if a violation is found, to take prompt and effective action to end the harassment, to remedy the effects and prevent reoccurrence. This course of action is the institution's responsibility whether or not the student who was harassed makes a formal complaint or otherwise asks the school to take action. Students have a right to file a complaint with the Office for Civil Rights and/or the EEOC concerning alleged failures by the College to comply with the requirements of Title IX. Complaints may be filed with the Office for Civil Rights at

<http://www2.ed.gov/about/offices/list/ocr/complaintintro.html> or the EEOC at <http://www.eeoc.gov/employees/charge.cfm>

U.S. Department of Education  
Office for Civil Rights  
Lyndon Baines Johnson Department of Education Bldg.  
400 Maryland Avenue, SW  
Washington, DC 20202-1100  
Telephone: 800-421-3481  
FAX: 202-453-6012; TDD: 800-877-8339  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)

**Title IX Coordinators:**

- Ebony Manning, Associate Dean for Equity and Compliance Programs, Title IX Coordinator, (860) 439-2624, email: [emanning@conncoll.edu](mailto:emanning@conncoll.edu) or [titleIX@conncoll.edu](mailto:titleIX@conncoll.edu)
- Eva Kovach, Adjunct Professor, Women's Rowing Coach, Deputy Title IX Coordinator, (860) 439-2557, email: [edkov@conncoll.edu](mailto:edkov@conncoll.edu)

*Off Campus:* The New London or Waterford Police Departments are available to receive reports of sexual misconduct, stalking, or intimate partner violence, and, possibly, initiate a criminal investigation. The police department can also assist with obtaining a protective order through the court. The College will honor any court-issued protective order. Connecticut College encourages individuals to report all crimes to the appropriate district police department. Again, this option of reporting is not exclusive; a faculty member may file a formal complaint with the Dean of the Faculty in addition to reporting to the police.

**Support for Faculty Members Accused of Sexual Misconduct, Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation**

If a member of the College community makes complaint of sexual misconduct, intimate partner violence, or stalking involving a faculty member, that individual will typically be informed as part of the investigation. The investigator will explain the investigation procedures.

The individual responding to the complaint is entitled to be accompanied by an advisor in all meetings and interviews at which the responding individual is present.

All advisors are subject to the same campus rules whether or not they are attorneys. Advisors may not address campus officials in a meeting, interview, or other process unless invited to participate. Advisors may confer quietly with their advisees as long as the process is not disrupted. If an advisor becomes disruptive in meetings or at any point in the process, the advisor will be removed from the process. The Title IX Coordinator or the Deputy Title IX Coordinator will determine whether or not the advisor may be reinstated, replaced, or whether the right to an advisor has been forfeited for the remainder of the process. The Faculty Ombudsman is a neutral party whose role it is to ensure the fairness of College actions and is available to advise a faculty member responding to a complaint during this process. The Faculty Ombudsman is Jason Nier (x5057), [jason.nier@conncoll.edu](mailto:jason.nier@conncoll.edu).

## **Investigations of Sexual Misconduct, Discrimination, Harassment, Dating Violence, Domestic Violence, Stalking or Retaliation on Campus Involving Accused Faculty Members**

Investigations of sexual misconduct, stalking, intimate partner violence, or other Title IX related violations involving accused faculty members will typically be investigated internally by investigators trained in conducting Title IX investigations, under the supervision of the Title IX Coordinator and with the guidance of legal counsel. Extremely complex or sensitive cases may be investigated by an external investigator.

### **Determining Sanctions for Faculty Members Found Responsible**

When a faculty member is found responsible for violating this policy, based on an investigation and using the preponderance of evidence standard of proof, the investigator(s) share their report with the Dean of the Faculty. The faculty handbook outlines the specific procedures to be followed. The Title IX Coordinator may review the investigation/decision for any additional remedies that may be necessary beyond the disciplinary process to assure compliance with Title IX.

### **Sexual Harassment**

Both the Equal Employment Opportunity Commission and the State of Connecticut regard sexual harassment as a form of sex/gender discrimination and, therefore, as an unlawful discriminatory practice. Anyone experiencing sexual harassment in any College program is encouraged to report it immediately to the College's Title IX Coordinator or Deputy Coordinators. The College does not condone sexual harassment among members of the College community and/or within College programs because it creates an unacceptable working and/or educational environment.

**Sexual harassment** is unwelcome sexual, sex-based or gender-based conduct that is verbal, written, or physical, or occurs online.

Sexual harassment creates a hostile environment, and may be disciplined when it is sufficiently severe or pervasive that it unreasonably interferes with, denies or limits someone's ability to participate in or benefit from the College's educational program/and or activities or to perform one's job. This interference is based on power differentials (*quid pro quo*); the creation of an intimidating, hostile or offensive environment or retaliation.

*Quid Pro Quo Harassment.* When a member of the community uses his or her position of authority to pressure or cause a student, staff member, or faculty member to submit to unwelcome sexual attention, the College's ability to carry out its mission is undermined. In such situations, sexual harassment exploits unfairly the power inherent in a community member's position. Through grades, wage increases, recommendations for graduate study, promotion and the like, a member of the community with more authority can have a decisive influence on a student's or subordinate's career at the College and beyond.

*Hostile Environment Harassment.* While sexual harassment can take place in situations in which there is a power differential between the persons involved, the College also recognizes that sexual harassment may occur between persons of like status. A hostile environment can be created by unwelcome sexual behavior such as, but not limited to, unwelcome persistent requests for dates, displays of pictures of a sexual nature online or in physical form where they can be viewed by others, or repeated sexual comments or jokes.

*Considerations.* Conduct alleged to be sexual harassment will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context, and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of sexual harassment, a serious incident, even if isolated, can be sufficient.

If verbal or physical conduct of a sexual nature takes place in the teaching/learning context, it must also be persistent, pervasive and not germane to the subject matter of a course, research or other academic endeavor to constitute sexual harassment. The academic setting is distinct from the workplace in that wide latitude is required for professional judgment in determining the pedagogically appropriate content and presentation of academic and artistic material.

This policy covers intentional conduct. It also covers conduct that results in negative effects even if such negative effects were unintended. Sexually-related conduct forms the basis of a sexual harassment claim if a reasonable person, in view of all the surrounding circumstances, would consider it sufficiently offensive to interfere unreasonably with academic, other educational, or employment performance or participation in a College activity or living environment.

### **Amending policies**

The College reserves the right to make changes to these policies as necessary and once those changes are posted online, they are in effect. Members of the College community are encouraged to check online for the updated versions of all policies and procedures. In the event that any portion of this policy conflicts with local, state or federal law, the prevailing law will control, and this policy will be considered modified accordingly. This policy does not create legally enforceable protections beyond the protection of the background state and federal laws which frame such codes generally.

### **Sex Offenders Registry**

In accordance to the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, Connecticut College is providing a link to the Connecticut State Sex Offender Registry. All sex offenders are required to register in the state of Connecticut and to provide notice of each institution of higher education in [State] at which the person is employed, carries out a vocation, or is a student.

[http://www.communitynotification.com/cap\\_office\\_disclaimer.php?office=54567](http://www.communitynotification.com/cap_office_disclaimer.php?office=54567).

In addition to the above notice to the State of Connecticut, all sex offenders are required to deliver written notice of their status as a sex offender to the College's Residential Education and Living and Human Resources no later than three (3) business days prior to their enrollment in, employment with, volunteering at, or residence in the College. Such notification may be disseminated by the College to, and for the safety and well-being of, the College community, and may be considered by the College for enrollment and discipline purposes.

### **Geography Definitions from the Clery Act:**

**On-Campus** *defined as:* (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor). **Non-Campus Building or Property** *defined as:* (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution (i.e. privately owned fraternity); or (2) Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

The **Non-Campus geography** definition includes buildings or properties under temporary control during institutionally sponsored short-stay-away domestic or international trips for students of more than one night or buildings or properties under temporary control during institutionally sponsored domestic or international trips for students to repeated locations: • For example, students in the debate club take a trip to Washington, D.C. and stay at the same hotel every year. In this example, the institution must include in their Clery Act crime statistics any Clery Act crimes that occur in the rooms used by the students and any common areas used to access those rooms; including the lobby, elevator and staircases.

**Public Property** *defined as:* All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus or on-campus property/facilities. The Gettysburg College crime statistics do not include crimes that occur in privately-owned homes or businesses within or adjacent to the campus boundaries.

**On-campus Student Housing Facility** *defined as:* Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This category is considered a subset of the On-Campus category.

**Reasonably Contiguous** *is defined* in the 2016 Handbook for Campus Safety and Security Reporting as follows: Refers to a building or property an institution owns or controls that is in a location that students consider to be and treat as part of the 'campus.'" Generally speaking, it is reasonable to consider locations within one mile from the core or main campus border to be reasonable contiguous with the

## **Clery-Designated Crime Definitions**

Connecticut College is required to report crime statistics as defined by the Clery Act for the following crimes if the crimes are reported and occur in geographic locations.

**Unfounded Crime Reports** – According to Uniform Crime Report (UCR) guidelines, a reported offense can be cleared as unfounded by a sworn law enforcement authority "if the investigation shows that no offense occurred nor was attempted." These cases thus remain as official crime reports and are included in the departmental statistics; however, they are explicitly labeled as "unfounded" cases within UCR reports on the various index crimes. According to UCR guidelines, the statistics on unfounded cases should include crime reports that are either: False or Baseless.

**Murder/Non-Negligent Manslaughter** – The killing of one human being by another.

**Manslaughter by Negligence** – The killing of another person through gross negligence.

The Federal definition (from VAWA) of **Sexual Assault**: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

- **Rape**: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.
- **Fondling**: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest**: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape**: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

**Robbery** – The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Aggravated Assault** – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

**Burglary** – The unlawful entry of a structure to commit a felony or a theft.

**Motor Vehicle Theft** – The theft or attempted theft of a vehicle.

**Arson** – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another.

**Domestic Violence, Dating Violence, and Stalking additions from the 2014 VAWA Negotiated Rulemaking Final Consensus Language:**

The Federal definition (from VAWA) of **Domestic Violence**: a felony or misdemeanor crime of violence committed:

- by a current or former spouse or intimate partner of the victim;
- by a person with whom the victim shares a child in common;
- by a person who is cohabitating with, or has cohabitated with, the victim as a spouse of intimate partner;

- by a person similarly situation to a spouse of the victim under the domestic or family violence laws the jurisdiction in which the crime of violence occurred; or
- by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

The Federal definition (from VAWA) of **Dating Violence**: violence committed by a person:

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
  - The existence of such a relationship shall be determined based on the reporting party’s statement with consideration of:
    - the length of the relationship;
    - the type of relationship;
    - the frequency of interaction between the persons involved in the relationship
- for the purposes of this definition –
  - Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
  - Dating Violence does not include acts covered under the definition of domestic violence
- For the purpose of complying with the requirement of this section and § 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

The Federal definition (from VAWA) of **Sexual Assault**: An offense that meets the definition of rape fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a **sex offense** is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

- *Rape*: The penetration, no matter how slight, of the vagina or anus with any body part or object or oral penetration by a sex organ of another person, without the consent of the victim.
- *Fondling*: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- *Incest*: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- *Statutory Rape*: Sexual intercourse with a person who is under the statutory age of consent.

The Federal definition (from VAWA) of **Stalking**: engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person’s safety or the safety of others; or
- Suffer substantial emotional distress

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim

- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

**Hate Crimes** – any of the above offenses, and any other crime involving bodily injury, reported to local police agencies or Campus Security Authority that manifest evidence that the victim was intentionally selected because of the perpetrator’s bias, or the perpetrator perceived the person to be in one of the protected group categories. Additionally, on August 14, 2008, the Clery Act was amended to include *larceny/simple assault, intimidation, and destruction/damage/vandalism (except arson)* as reportable categories of hate crimes.

- *Simple Assault:* An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bone, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- *Destruction / Damage / Vandalism of Property:* To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control over it.
- *Larceny / Theft:* The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another person.
- *Intimidation:* To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to physical attack.

These new reporting categories are only reported if motivated by bias as determined by one of the designated bias categories. The types of bias categories include: *race, gender, religion, sexual orientation, ethnicity, national origin, gender identity, and disability.*

- *Race:* A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics
- *Religion:* A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- *Sexual Orientation:* A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.
- *Gender:* A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.
- *Gender Identity:* A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity
- *Ethnicity:* A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- *National Origin:* A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

- *Disability*: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital, or acquired by heredity, accident, injury, advanced age or illness.

### **Hate Crime Definitions:**

To ensure uniformity in reporting nationwide, the following definitions have been adopted for use in hate crime reporting:

**Bias** – a preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, or ethnicity/national origin.

**Bias Crime** – a criminal offense committed against a person or property that is motivated, in whole or in part, by the offender’s bias against a race, religion, disability, sexual orientation, or ethnicity/national origin; also known as Hate Crime.

**Note:** Even if the offender was mistaken in their perception that the victim was a member of the group the offender was acting against, the offense is still a bias crime because the offender was motivated by bias against the group

### **Uniform Crime Reporting (UCR) / National Incident-Based Reporting System (NIBRS) Definitions**

The Uniform Crime Reporting (UCR) program divides offenses into two groups, Part I and Part II crimes.

#### **The Part I Offenses are:**

Criminal Homicide –

- A. **Murder and Non-negligent manslaughter:** the willful (non-negligent) killing of one human being by another. Deaths caused by negligence, attempts to kill, assaults to kill, suicides, and accidental deaths are excluded. The program classifies justifiable homicides separately and limits the definition to:
  - (1) the killing of a felon by a law enforcement officer in the line of duty; or
  - (2) the killing of a felon, during the commission of a felony, by a private citizen
- B. **Manslaughter by negligence:** the killing of another person through gross negligence. Traffic fatalities are excluded.

**Rape** – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Statutory offenses (no force used —victim under age of consent) are excluded.

**Robbery** – The taking or attempted taking of anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Aggravated Assault** – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded.

**Burglary** (Breaking or Entering) – The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

**Larceny - Theft** (except Motor Vehicle Theft) – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Examples are thefts of bicycles or automobile accessories, shoplifting, pocket-picking, or the stealing of any property or article that is not taken by force and violence or by fraud. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

**Motor Vehicle Theft** – The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

**Arson** – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

The Part II Offenses are:

**Other Assaults (Simple)** – Assaults and attempted assaults which are not of an aggravated nature and do not result in serious injury to the victim. Includes subjecting a person to unlawful physical attack or in fear of bodily harm by word or action.

**Vandalism** – To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law. Attempts are included.

**Sex offenses** (except forcible rape, prostitution, and commercialized vice) —Statutory rape, offenses against chastity, common decency, morals, and the like. Includes the offense of Fondling. Attempts are included.

**Weapon Law Violations:** The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Include in classifications: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; using manufacturing, etc., of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit all of the above.

**Drug Abuse Violations:** Violation of state and local laws relating to the unlawful possession, sale, use growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine, and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol and methadone); and dangerous non-narcotic drugs (barbiturates and Benzedrine).

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places;

bootlegging, and operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned.

### **Missing Student Inquiry and Confidential Contact Information**

The College has established a procedure to investigate when a student is reported missing. Each student has the option to designate a confidential contact by submitting a form to the Dean of Students Office. The contact information will be confidential, accessible only by authorized campus officials and law enforcement, and may not be disclosed outside of a missing persons investigation. Individuals should immediately report a missing student to the Department of Campus Safety or dial 911.

All missing student reports must be referred immediately to the Department of Campus Safety at (860) 439-2222 or internal extension 2222. The Department of Campus Safety will generate a Missing Person report and initiate an investigation. After investigating the Missing Person report, should the Department of Campus Safety determine that the student is missing and has been missing for more than 24 hours (regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor), the Department of Campus Safety will notify the New London Police Department or law enforcement authority with jurisdiction and the student's emergency contact no later than 24 hours after the student is determined to be missing, unless the local law enforcement agency was the entity that made the determination that the student was missing.

If the missing person is under the age of 18 and is not an emancipated individual, the Department of Campus Safety will notify the student's custodial parent or legal guardian, the missing person contact, and the local law enforcement with jurisdiction immediately after it has determined that the student has been missing for more than 24 hours, in addition to notifying any additional contact person designated by the student.

The College will implement these procedures in less than 24 hours if circumstances warrant a faster implementation.

### **Important Numbers and Websites**

#### **Title IX Coordinators:**

- Ebony Manning, Associate Dean for Equity and Compliance Programs, Title IX Coordinator, (860) 439-2624 email: [emanning@conncoll.edu](mailto:emanning@conncoll.edu) or [titleIX@conncoll.edu](mailto:titleIX@conncoll.edu)
- Eva Kovach, Adjunct Professor, Women's Rowing Coach, Deputy Title IX Coordinator, (860) 439-2557 [edkov@conncoll.edu](mailto:edkov@conncoll.edu)

#### **Office of the Dean of Students, (860) 439-2825 or internal ext. 2825**

- Victor Arcelus, Dean of Students,
- Sarah Cardwell, Senior Associate Dean of Student Life

#### **Office of Residential Education and Living, (860) 439-2834 or internal ext. 2834**

- Sarah Rothenberger, Assistant Dean of Residential Education and Living
- Lil Carrasquillo-Vasquez, Assistant Director of Residential Education and Living – (860) 439-5404 or internal ext. 5404

- Caitlin Kay, Assistant Director North Campus– (860) 439-5298 or internal ext. 5298
- Katherine Himmelman, Associate Director Housing/Community Standard (860) 439-5240 or internal ext. 5240

**Office of Wellbeing and Health Promotion (860) 439-2826 or internal ext. 2826**

<http://www.conncoll.edu/campus-life/alcoholdrug-and-wellness-education/>.

- CC Curtiss, Director
  - Links to other helpful websites:
    - Alcoholics Anonymous
    - Narcotics Anonymous
    - Al-anon & Al-ateen

**Director of Sexual Violence Prevention and Advocacy, (*Think S.A.F.E. Project*)**

<http://www.conncoll.edu/campus-life/sexual-assault-prevention-and-advocacy/>.

- Rachel Stewart, 860 439-2219 or internal ext. 2219  
24/7 Advocate On-Call, (860) 460-9194

**Student Counseling Services (860) 439-4587 or internal ext. 4587**

<https://www.conncoll.edu/campus-life/health-and-counseling-services/student-counseling-services/>

- Dr. Janet Spoltore, Director

**Student Health Services (860) 439-2275 or internal ext. 2275**

<https://www.conncoll.edu/campus-life/health-and-counseling-services/student-health-services/>

**Student Engagement and Leadership Education (860) 439-2834 or internal ext. 2834**

- Geoff Norbert, Assistant Dean of Student Engagement and Leadership Education
- Jeannette Williams, Associate Director

**Department of Campus Safety**

<http://www.conncoll.edu/campus-life/campus-safety/>

- Mary Savage, Director of Campus and Emergency Operations, (860) 439-2251 or ext. 2251
- Campus Safety Dispatch Center, for routine calls, (860) 439-2222 or internal ext. 2222

**Off Campus Resources:**

Sexual Assault Crisis Center of Eastern CT 24 Hour Hotline: (888) 999-5545

Lawrence and Memorial Hospital (860) 442-0711(ask for the Emergency Room)

New London Police Department Emergencies 911 Non-Emergencies (860) 447-5269

RAINN (800) 656-HOPE

Alcoholics Anonymous (860) 447-2190

Narcotics Anonymous (800) 627-3543

AA meetings on campus are posted in the Student Health and Counseling Services Offices.

A complete list of off-campus resources is provided to students by Student Health Services and Student Counseling Services upon request.

Employee Assistance Program (EAP): (800) 225-2527 or (800) 252-4555

## **Crime Statistics**

**Note:**

In the past three calendar years, there were no crimes reported that were investigated by local law enforcement agencies to be unfounded. There were no crimes reported at any non-campus locations.

<b>CRIME STATISTICS TABLES</b>			
<b>RESIDENCE HALLS AND STUDENT HOUSING CRIME STATISTICS</b>			
<b>CALENDAR YEAR-&gt;</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Murder (Non-Negligent Manslaughter)</b>	0	0	<b>0</b>
<b>Negligent Manslaughter</b>	0	0	<b>0</b>
<b>Rape</b>	3	5	<b>5</b>
<b>Fondling</b>	0	0	<b>3</b>
<b>Incest</b>	0	0	<b>0</b>
<b>Statutory Rape</b>	0	0	<b>0</b>
<b>Robbery</b>	0	0	<b>0</b>
<b>Aggravated Assault</b>	0	1	<b>0</b>
<b>Burglary</b>	5	7	<b>2</b>
<b>Motor Vehicle Theft</b>	0	0	<b>0</b>
<b>Arson</b>	0	0	<b>0</b>

<b>VAWA CRIME STATISTICS</b>			
<b>RESIDENCE HALLS AND STUDENT HOUSING CRIME STATISTICS</b>			
<b>Calendar Year -&gt;</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Domestic Violence</b>	0	0	<b>0</b>
<b>Dating Violence</b>	2	1	<b>1</b>
<b>Stalking</b>	0	3	<b>1</b>

<b>LIQUOR, DRUG AND WEAPONS LAW VIOLATIONS</b>			
<b>RESIDENCE HALLS AND STUDENT HOUSING STATISTICS</b>			
<b>CALENDAR YEAR-&gt;</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Liquor Law Violations - Referrals</b>	122	129	<b>53</b>
<b>Liquor Law Violations - Arrests</b>	0	0	<b>1</b>
<b>Drug Law Violations - Referrals</b>	29	63	<b>14</b>
<b>Drug Law Violations – Arrests</b>	0	0	<b>0</b>
<b>Weapons Law Violations - Referrals</b>	0	0	<b>0</b>
<b>Weapons Law Violations - Arrests</b>	0	0	<b>0</b>

<b>CRIME STATISTICS TABLES</b>			
<b>TOTAL OF ON CAMPUS PROPERTY WITHIN THE SAME REASONABLY CONTIGUOUS AREA OF THE INSTITUTION <u>AND</u> RESIDENCE HALLS AND STUDENT HOUSING CRIME STATISTICS</b>			
<b>CALENDAR YEAR-&gt;</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Murder (Non-Negligent Manslaughter)</b>	0	0	<b>0</b>
<b>Negligent Manslaughter</b>	0	0	<b>0</b>
<b>Rape</b>	3	6	<b>5</b>
<b>Fondling</b>	0	1	<b>3</b>
<b>Incest</b>	0	0	<b>0</b>
<b>Statutory Rape</b>	0	0	<b>0</b>
<b>Robbery</b>	0	0	<b>1</b>
<b>Aggravated Assault</b>	0	1	<b>0</b>
<b>Burglary</b>	6	7	<b>3</b>
<b>Motor Vehicle Theft</b>	0	0	<b>0</b>
<b>Arson</b>	0	0	<b>0</b>

<b>VAWA CRIME STATISTICS</b>			
<b>TOTAL OF ON CAMPUS PROPERTY WITHIN THE SAME REASONABLY CONTIGUOUS AREA OF THE INSTITUTION <u>AND</u> RESIDENCE HALLS AND STUDENT HOUSING CRIME STATISTICS</b>			
<b>Calendar Year -&gt;</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Domestic Violence</b>	0	0	<b>0</b>
<b>Dating Violence</b>	3	1	<b>1</b>
<b>Stalking</b>	0	3	<b>1</b>

<b>LIQUOR, DRUG AND WEAPONS LAW VIOLATIONS</b>			
<b>TOTAL OF ON CAMPUS PROPERTY WITHIN THE SAME REASONABLY CONTIGUOUS AREA OF INSTITUTION <u>AND</u> RESIDENCE HALLS AND STUDENT HOUSING STATISTICS</b>			
<b>CALENDAR YEAR□</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Liquor Law Violations - Referrals</b>	143	163	<b>53</b>
<b>Liquor Law Violations - Arrests</b>	0	0	<b>1</b>
<b>Drug Law Violations - Referrals</b>	30	70	<b>14</b>
<b>Drug Law Violations – Arrests</b>	0	0	<b>0</b>
<b>Weapons Law Violations - Referrals</b>	0	0	<b>0</b>
<b>Weapons Law Violations - Arrests</b>	0	0	<b>1</b>

<b>CRIME STATISTICS TABLES</b>			
<b>PUBLIC PROPERTY</b>			
<b>STREETS, SIDEWALKS, LOTS ADJACENT TO CAMPUS</b>			
<b>CALENDAR YEAR-&gt;</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Murder (Non-Negligent Manslaughter)</b>	0	0	<b>0</b>
<b>Negligent Manslaughter</b>	0	0	<b>0</b>
<b>Rape</b>	0	0	<b>0</b>
<b>Fondling</b>	1	0	<b>0</b>
<b>Incest</b>	0	0	<b>0</b>
<b>Statutory Rape</b>	0	0	<b>0</b>
<b>Robbery</b>	2	0	<b>0</b>
<b>Aggravated Assault</b>	1	0	<b>0</b>
<b>Burglary</b>	0	0	<b>0</b>
<b>Motor Vehicle Theft</b>	1	0	<b>0</b>
<b>Arson</b>	0	0	<b>0</b>

<b>VAWA CRIME STATISTICS</b>			
<b>PUBLIC PROPERTY</b>			
<b>STREETS, SIDEWALKS, LOTS ADJACENT TO CAMPUS</b>			
<b>Calendar Year-&gt;</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Domestic Violence</b>	0	0	<b>0</b>
<b>Dating Violence</b>	0	1	<b>0</b>
<b>Stalking</b>	0	0	<b>0</b>

<b>LIQUOR, DRUG AND WEAPONS LAW VIOLATIONS</b>			
<b>PUBLIC PROPERTY</b>			
<b>STREETS, SIDEWALKS, LOTS – ADJACENT TO CAMPUS</b>			
<b>CALENDAR YEAR-&gt;</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Liquor Law Violations - Referrals</b>	0	0	<b>0</b>
<b>Liquor Law Violations - Arrests</b>	0	0	<b>0</b>
<b>Drug Law Violations - Referrals</b>	0	0	<b>0</b>
<b>Drug Law Violations – Arrests</b>	4	0	<b>0</b>
<b>Weapons Law Violations - Referrals</b>	0	0	<b>0</b>
<b>Weapons Law Violations - Arrests</b>	1	0	<b>0</b>

**HATE CRIMES IN RESIDENCE HALLS AND STUDENT HOUSING**

CLERY REPORTABLE CRIME OFFENSES	GENDE R			RACE			RELIGI ON			SEXUA L ORIENTATIO N			ETHNI CITY			DISABIL ITY			NATIO NAL ORIGI N			GENDE R IDEN- TITY		
	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010
<b>CALENDAR YEAR</b>	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010
<b>Murder–Non-negligent Manslaughter</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Negligent Manslaughter</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Rape</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Fondling</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Incest</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Statutory Rape</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Robbery</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Aggravated Assault</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Burglary</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Motor Vehicle Theft</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arson</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Crimes Involving Bodily Injury</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Simple Assault</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Intimidation</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
<b>Larceny / Theft</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Destruction of Property</b>	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0

**HATE CRIMES ON CAMPUS PROPERTY WITHIN THE SAME REASONABLY  
CONTIGUOUS AREA OF INSTITUTION AND RESIDENCE HALLS AND STUDENT  
HOUSING**

CLERY REPORTABLE CRIME OFFENSES	GENDE R			RACE			RELIGI ON			SEXUAL ORIENT ATION			ETHNI CITY			DISABI LITY			NATIO N-AL ORIGI N			GENDE R IDENTI TY		
	2 0 1 8	2 0 1 9	2 0 0	2 0 1 8	2 0 1 9	2 0 0	2 0 1 8	2 0 1 9	2 0 0	2 0 1 8	2 0 1 9	2 0 0	2 0 1 8	2 0 1 9	2 0 0	2 0 1 8	2 0 1 9	2 0 0	2 0 1 8	2 0 1 9	2 0 0	2 0 1 8	2 0 1 9	
<b>Murder-Non-negligent Manslaughter</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Negligent Manslaughter</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Rape</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Fondling</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Incest</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Statutory Rape</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Robbery</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Aggravated Assault</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Burglary</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Motor Vehicle Theft</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arson</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Crimes Involving Bodily Injury</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Simple Assault</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Intimidation</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
<b>Larceny / Theft</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Destruction of Property</b>	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0

**HATE CRIMES ON PUBLIC PROPERTY  
STREETS, SIDEWALKS AND LOTS – ADJACENT TO CAMPUS**

CLERY REPORTABLE CRIME OFFENSES	GENDE R			RACE			RELIGI ON			SEXUAL ORIENT ATION			ETHNI CITY			DISABI LITY			NATIO NAL ORIGI N			GENDE R IDENTI TY		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
<b>CALENDAR YEAR</b>	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
<b>Murder–Non-negligent Manslaughter</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Negligent Manslaughter</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Rape</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Fondling</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Incest</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Statutory Rape</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Robbery</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Aggravated Assault</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Burglary</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Motor Vehicle Theft</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arson</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Crimes Involving Bodily Injury</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Simple Assault</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Intimidation</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Larceny / Theft</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Destruction of Property</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0