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I. CONNECTICUT COLLEGE MISSION STATEMENT

Connecticut College educates students to put liberal arts into action as citizens in a global society.

Core Values
The college has embraced several core values to further that mission. Those values help the College create a challenging academic environment that fosters reflection on a lifetime of learning and community involvement:

Academic Excellence
Rigorous academic standards, innovative and engaging faculty members, and a diverse classroom curriculum challenge students to reach their full intellectual potential. The college expects students to learn outside the classroom as well, through such activities as research, travel, and internships. The college facilitates those opportunities in the belief that a diversity of experiences is essential for genuine academic excellence. The College also expects and strongly supports faculty scholarship, research, and creative work that advances human knowledge and expression and informs excellent teaching.

Diversity, equity and shared governance
In the early twentieth century, Connecticut College was founded in the belief that all qualified students, women as well as men, deserve an opportunity to secure an education. The College strives to be a community in which all members feel comfortable, respect each other’s differences, and seek common ground. The College promotes understanding by offering a variety of academic and social experiences and is committed to building greater access, opportunity, and equity. Students, faculty, staff, trustees, and alumni all participate in the governance of the College.

Education of the entire person
The College supports and nurtures the intellectual, emotional, spiritual, creative and physical development of its student body. Connecticut College encourages students to engage in a wide range of activities, including academic pursuits, athletic and physical education, artistic expression, and community service. The College fosters an appreciation for the natural and aesthetic connectedness of the mind, body, and spirit. It prepares students to be responsible citizens, creative problem-solvers and thoughtful leaders in a global society.

Adherence to common ethical and moral standards
Connecticut College maintains a strong commitment to its long-standing Honor Code. Students are expected to monitor their own faithfulness to the principles of honesty and moral integrity and to display courage in academic and social interactions. The principles of justice, impartiality and fairness—the foundations for equity—are paramount.

Community service and global citizenship
Connecticut College fosters civic responsibility and enhances academic excellence through a long tradition of community involvement and through courses that provide opportunities for service. The
College promotes an understanding of local, regional, national, and international peoples, groups, cultures, and issues, and encourages students to take a life-long interest in them.

**Environmental Stewardship**

Connecticut College is proud of its pioneering tradition of ecological awareness and responsibility and intends to remain a leader in safeguarding the environment. The Arboretum campus is an ecological show-piece, and the College’s procedures and programs aim to preserve and protect the environment, both locally and globally, and to prepare citizens sensitive to the need for responsible environmental stewardship.

Revised October, 2004

II. CAMPUS SAFETY DEPARTMENT

A. Mission Statement

The mission of the Connecticut College Department of Campus Safety is to ensure the protection and well-being of all Connecticut College students, faculty, staff, and facilities. The Campus Safety Department 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 Campus Safety Department 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.

B. Campus Safety Personnel

The Campus Safety Department is responsible to the Dean of Student Life. The Department consists of the Director, seventeen (16) full time Campus Safety Officers, including supervisors, and one (2) on-call officer. Connecticut College Campus Safety Department is comprised of non-sworn officers who have no arrest powers. The department enforces all College policies to include state and local laws. All department personnel undergo a thorough background check before hire. The department provide services twenty-four (24) hours a day, three hundred sixty-five (365) days a year.

All officers have been trained in CPR/AED, first aid, and fire containment. In addition, all officers are required to attend in-service training yearly on topics such as diversity, conflict resolution, alcohol and sexual assault awareness to name a few.

Campus Safety Officers conduct vehicular, foot and bike patrol on all campus grounds, campus facilities, and residence halls 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 escort services, emergency phone checks and monitor vehicles coming on campus when the campus is closed.

The Campus Safety Department 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 location 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. 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 MOU with the New London and Waterford Police Departments.

The local law enforcement agency responding to an emergency situation, if called directly by a complainant, is 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.

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.

C. 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 First-year students participate in a series of discussions on campus crime and crime prevention with the Associate Dean of the College/Dean of First-year students office, the staff from the Office of Residential Education and Living, and housefellows. 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 dormitory doors open and reporting suspicious individuals. Students are also encouraged to be responsible for their own safety and the safety of others.

Further 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 alert 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 Campus Safety Director assigns a representative from the department to act as 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 also assigns Crime Prevention Officers to oversee the crime prevention programs, and disseminating crime prevention information to students and employees. These officers operate an information table during “freshman move-in day” for students and parents of the class. Any safety concerns are discussed, which includes crime prevention and safety.

**Property Identification Program** - Campus Safety makes Property Identification Forms available so that students can have an inventory of all their personal property with all pertinent information (including brand name, model, serial number, and color). The student keeps the original document in a secure place and submits a copy to Campus Safety for safekeeping. In the event items are stolen, all information is made available for Campus Safety reports as well as the local police.

**Safety Escorts** – After dark, 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.

**RAD (Rape Aggression Defense)** - The department currently employs one RAD officer. Certification for this officer is renewed yearly. Classes are offered to female students only.

**Timely Warning** - In compliance with the Clery Act, a timely warning is issued to the college community based on pertinent information concerning a certain crime or series of crimes that have occurred or the possibility that a crime may occur. This warning may be issued via email, voice mail, and/or distribution of flyers or posters. Campus Safety works in conjunction with the Office of Student Life, Office of Residential Education and Living and Media/College Communications to disseminate the pertinent information.

### III. SECURITY POLICY

The 714-acre Connecticut College campus sits on a hill overlooking the Long Island sound and the City of New London. Although nestled in a relatively bucolic setting, the college has taken significant precautions to protect the safety of our students.

There are approximately 1,940 students enrolled at Connecticut College. These undergraduate students reside in 31 residence halls on campus and apartment style student housing owned by the College. The college employs about 895 faculty and staff members.

#### A. Security and Maintenance of the Campus

Residence Halls are accessible to Connecticut College students via proximity cards. Students may access all dorms from six o’clock am to two o’clock am. From two o’clock am to six o’clock am, these proximity cards will only access a student to the residence hall they live in. Only students who live in apartment style housing have access to their own apartment.
College employees have access to residence halls on an “as needed” basis.

The general public attends cultural and recreational events on campus have their access limited only to facilities in which these events are held.

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 buildings remain secure.

Campus gates, except for the main gate, are secured by ten o’clock in the evening and re-opened by six o’clock in the morning. All motor vehicle access to the campus during this time is monitored at the gatehouse by Campus Safety. Access to the Campus during this time is limited to students, faculty, employees, and registered guests.

The Facilities Management Department maintains the College’s buildings and grounds with a special concern for safety and security. Repairs of 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 being made, including placing high intensity sodium vapor lights on buildings and parking areas. A lighting survey is done on a monthly basis and damaged or burnt out lights are repaired immediately.

There are twenty (20) 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 Campus Safety. Students may have a landline phone installed upon their request. Also, all dorms have at least one outside phone that can be used to call Campus Safety for emergencies.


The Connecticut College Campus Safety Department is responsible for preparing the Annual Security Report and Crime Statistics and Annual Fire Safety Report and Fire Statistics. All policy disclosures in this report are reviewed for updates or revisions annually. All Clery Crimes statistics reported to the Campus Safety Department, Office of Student Life and Campus Security Authorities (CSA) are collected by the Campus Safety Department. In addition, crime statistics are requested from the New London, Waterford, Groton and Ledyard Police departments annually to be added to the College’s crime statistics.

C. Reporting a Crime
The Connecticut College Campus Safety Department encourages students, faculty, and staff to report any criminal actions, suspicious persons or other emergencies to the department immediately by dialing x111 or x2222 (outside line (860)439-2222). Upon receipt of the call, Campus Safety Officer(s) are dispatched immediately to the scene of the complaint and investigates. Students may also report crimes to Campus Security Authorities, including but not limited to, OSL and REAL staff and Human Resources. These statistics are forwarded to Campus Safety. A list of Campus Security Authorities and Crime Statistics from CSA’s are maintained by the Department of Campus Safety. Training and materials needed for Campus Security Authorities to document reported crimes are provided by the Dean of Student Life office and Department of Campus Safety.

The college community may report incidents on line on Camelweb. They may also report Bias incidents on line. This is monitored and investigated by the Senior Associate Dean of Student Life. Anonymous crime reporting may also be made by calling the Campus Safety Tip/Hot line at x5200 and leaving a detailed voicemail. This line is monitored on a regular basis.

In all cases where a student chooses to report crimes to the proper local law enforcement agency, the Campus Safety Department shall assist that student in making the notification.

IV. ALCOHOL AND ILLICIT DRUG POLICIES

As an institution of higher learning, Connecticut College is committed to educating its community on the dangers and destructive effects of alcohol and illicit drug use. The College expects responsible behaviors to accompany the legal consumption of alcohol and offers supportive services and education towards this end. The College’s alcohol and drug policies are informed by federal, state, and local laws. The use, possession, or sale of illicit drugs or drug-related paraphernalia as defined by Connecticut State Law is strictly prohibited on Connecticut College campus property. The misuse and distribution of prescription drugs is a violation of campus policy. Prescribed medical marijuana is not permitted on campus by the federal Drug Free Schools and Communities Act. Students are responsible for securing their own prescription medication. The College reserves the right to notify the appropriate law enforcement agency regarding illegal alcohol and drug activity. A summary of local, state, and federal guidelines may be referred to in Appendix C. Students’ are also responsible for securing their prescription medication. The institution’s policy regarding alcohol and other illicit drugs reflects the balance of individual responsibility and care for the larger community while supporting the educational mission of the College.

A. 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 one’s 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.
- **Illegal Keg (more than 5 liters)** – Kegs not registered with an office are not allowed on campus.
- **Alcohol Possession and/or Use** - Negative behaviors occurring on or off campus that result from being under the influence of alcohol/drugs are unacceptable.

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

**Drug Possession and/or Use** - Illicit drugs are controlled substances that cannot be obtained legally or that, although available legally, have been obtained illegally. 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.

- The possession of drug-related paraphernalia (i.e. bongs, 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.

### C. 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 in use possession of alcohol or use or possession 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: [http://www.jud.state.ct.us/lawlib/law/liquor.htm](http://www.jud.state.ct.us/lawlib/law/liquor.htm) and [http://www.jud.state.ct.us/lawlib/law/drugs.htm](http://www.jud.state.ct.us/lawlib/law/drugs.htm) or refer to the Student Handbook Appendix B.

### D. 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 Office of Student Life and office of Human Resources.

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, non-judgmental 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 events and programs include Fresh Check Day (mental health and wellness fair), and Alcohol Screening day for students.

E. List of Education, Prevention and Intervention Programs in 2017

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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), medication “take back” day, and naloxone training.

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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.

Institutional Members of the EverFi Coalition: an evidence-based advisory service that supports campuses in their prevention efforts through evaluation, professional development, and advising.

**F. Employee Assistance Program**

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 (pages 26 to 30) and the following websites:

Employee Handbook (login required):
https://camelweb.conncoll.edu/web/home-community/camelweb/? fuseaction=offices&circuit=ebh
Student Handbook (login required):
Student Wellness and Alcohol and Drug Education:
http://www.conncoll.edu/campus-life/alcoholdrug-and-wellness-education/
Student Health and Counseling Services:
http://www.conncoll.edu/campus-life/health-and-counseling-services/

**G. 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.

V. SEXUAL MISCONDUCT, INTIMATE PARTNER VIOLENCE, STALKING AND RETALIATION

For more information please review the Sexual Misconduct and Title IX policies:

Student Hand Book:

Title IX:
http://www.conncoll.edu/title-ix/

A. Sexual Misconduct

Connecticut College defines “sexual misconduct” as any sexual contact or activity that occurs without the consent of any individual involved.

Some types of sexual misconduct are more harmful than others, and are therefore perceived as more serious.

Individuals accused of sexual misconduct do not avoid or mitigate responsibility by claiming they were under the influence of alcohol or other drugs. The College considers Non-Consensual Sexual Penetration violations to be the most serious, and, therefore, typically imposes the most severe sanctions, including suspension or expulsion for students and termination for employees. Predatory, pattern and/or repeat offenders face either expulsion or termination.

B. Consent

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. 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 for any reason, including due to alcohol or other drugs 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.
  o 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, involuntary physical restraint and/or from the taking of incapacitating drugs.
● 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.

C. Unwelcome Conduct

Conduct is unwelcome if a person, 1) did not request or invite it, and 2) regarded the unrequested and uninvited conduct as undesirable or offensive. That a person welcomes some sexual contact does not necessarily mean that person welcomes other sexual contact. Similarly, that a person willingly participates in conduct on one occasion does not necessarily mean that the same conduct is welcome on another occasion. Sexual conduct that is nonconsensual is by definition unwelcome as that term is used throughout this policy.

1. 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.

Definition. 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.

2. Non-consensual Sexual Penetration

Non-consensual sexual penetration is defined as

- any sexual penetration or intercourse (anal, oral or vaginal)
- however slight
with any object
by a person upon another person
that is without consent and/or by force

Sexual penetration includes vaginal or anal penetration by a penis, tongue, finger or object, or oral copulation by mouth to genital contact or genital to mouth contact.

3. Non-consensual Sexual Contact

- Non-consensual sexual contact is defined as
  - any intentional sexual touching
  - however slight
  - with any object
  - by a person upon another person
  - that is without consent and/or by force

Sexual touching includes any bodily contact with the breasts, groin, genitals, mouth or other bodily orifice of another individual, or any other bodily contact in a sexual manner.

4. Sexual Exploitation

Sexual exploitation occurs when a person takes sexual advantage of another for his or her own advantage. Exploitation can include any behavior other than non-consensual sexual penetration, sexual harassment, or non-consensual sexual contact. Examples of sexual exploitation include, but are not limited to:

- Sexual voyeurism (such as watching a person undressing, using the bathroom or engaged in sexual acts without the consent of the person observed)
- Taking pictures or video or audio recording another in a sexual act, or in any other private activity without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person’s consent)
- Prostitution
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) and without informing the other person of the infection.
- Administering alcohol or drugs (such as “date rape” drugs) to another person without his or her knowledge or consent.

D.  Intimate Partner Violence

Intimate partner violence may occur between individuals who are currently or who have been in a past intimate or romantic relationship. Such relationships may also be referred to as dating violence, domestic violence, or power-based personal violence. Intimate partner violence is defined as any kind of physically violent and/or emotionally/psychologically abusive behaviors that occur in an intimate relationship. Such behaviors may include, but are not limited to, the following:
• Restraining or blocking a person from leaving/exiting a room/building/space
• Physical assault (i.e. slapping, punching, or pulling hair)
• Threat of harm to self or others
• Destruction or theft of property

While some emotional and psychological behaviors may not be perceived as violent, they may be abusive and also constitute intimate partner violence. Such behaviors include, but are not limited to the following:
• Blackmail
• Interfering with a person’s ability to participate in the College’s academic or social programs (i.e. classes, clubs/organizations, events)
• Monitoring or controlling access to a person’s communication (i.e. phone calls, texts, emails, or social media such as Facebook, Instagram, or Twitter)

Violations of this policy may occur as a single incident or a pattern of behavior. Intimate partner violence may also encompass other kinds of honor code violations such as non-consensual sexual contact, non-consensual sexual penetration, sexual harassment, or sexual exploitation.

E. Stalking

Stalking is defined as a pattern of actions directed at a specific person over time that would cause a reasonable person to feel fear. Stalking behaviors can occur within or outside of partner relationships.

This conduct includes, but is not limited to, the following stalking behaviors:
• Non-consensual communication including in-person communication, telephone calls, voice messages, text messages, email messages, social networking site postings, instant messages, postings of pictures or information on Websites, written letters, gifts, or any other communications
• Following, pursuing, waiting or showing up uninvited at a workplace, place of residence, classroom, or other locations frequented by an individual
• Surveillance and other types of observation, whether by physical proximity or electronic means
• Trespassing
• Vandalism
• Non-consensual touching
• Direct physical and/or verbal threats against an individual or an individual’s loved ones
• Gathering of information about an individual from family, friends, co-workers, and/or classmates
• Manipulative and controlling behaviors such as threats to harm oneself, the individual, or someone close to an individual
• Defamation or slander against an individual Stalking is a crime in Connecticut and is subject to criminal prosecution.

F. Retaliation
Retaliation is defined as any adverse action taken against a complainant, witness or third-party supporter because of their involvement in protected activity, such as filing a complaint of sexual misconduct. It is unlawful to retaliate against any member of the Connecticut College community for filing a sexual misconduct or Title IX related complaint or for cooperating in an investigation of sexual misconduct or Title IX related matter. 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 termination of employment or expulsion.

VI. SUPPORT FOR STUDENTS WHO HAVE EXPERIENCED SEXUAL MISCONDUCT, INTIMATE PARTNER VIOLENCE, STALKING OR OTHER FORMS OF GENDER DISCRIMINATION

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.

A. Confidential Support

The following offices can assist a student with the emotional and physical healing process. These college professionals can also help students decided whether or not to pursue the Title IX complaint investigation process or file a criminal charge. The people listed below may be able to assist the student with room changes, arranging to dissolve a housing contract and pro-rating a refund, exam, paper, or assignment rescheduling, taking an incomplete in a class, transferring class sections when available, temporary withdrawal, alternative course completion options, a no-contact order, counseling assistance, student financial aid assistance, escorts or other campus safety protections.

- Director of Sexual Violence Prevention and Advocacy (439-2219)
- Student Counseling Services (439-4587)
- Student Health Services (439-2275)
- College Chaplain (439-2450)

When an individual comes to one of these people for support and advice, the information may remain confidential and does not constitute official notice to the college of sexual misconduct. These staff members, with the exception of Student Counseling Services and College Chaplains, must inform the College that an incident was reported without revealing details that could identify those involved, per the federal Clery Act.

B. Campus Advocate

The Director of Sexual Violence Prevention and Advocacy (439-2219/Cro 222 or through the after business hours college on-call system by requesting Campus Safety to contact the director) is a trained advocate with knowledge of sexual assault, intimate partner violence, and stalking. The Director is a confidential reporting option and is typically available during the academic year to assist students who
have experienced sexual misconduct, stalking or intimate partner violence. The Director also serves as a resource for friends as well as for faculty and staff supporting students. The Director offers 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

C. Recommended First Response

To assist in the decision-making process, the following information is important for individuals who have experienced sexual violence misconduct and friends assisting the student:

**Medical Attention:** When students experience any kind of sexual misconduct, intimate partner violence or stalking and feels medical services are needed, students may seek medical care at Student Health Services or 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, students are also strongly encouraged to seek medical attention after that time period. When students experience criminal sexual assault, they may first go to Health Services. Staff there can provide support and can arrange for transportation and an escort to the Lawrence and Memorial (L & M) Emergency Room (365 Montauk Avenue, New London). If Health Services is closed, students may go directly to L&M Hospital. It is important that they not wash themselves or their clothing before an examination.

- 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 the student at L & M Hospital - call the 24-hour State Hotline at 888-999-5545.
- The Director of Sexual Violence Prevention and Advocacy is available 24 hours/7 days a week (during the academic year) through the college on-call system and may be reached by requesting Campus Safety to contact the director. It is not necessary to disclose any information to Campus Safety.

**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 misconduct, 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 on p.30.
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.

VII. Reporting Title IX Violations

An individual filing a complaint may be accompanied by an advisor of their choosing to guide and accompany the individual throughout the campus resolution process. The individual is entitled to be accompanied by the advisor in all meetings and interviews at which the 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 designee) 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.

On Campus: Formal complaints alleging violations of sexual misconduct, intimate partner violence, stalking, or other gender-based discrimination may be filed with the Title IX Coordinator or Campus Safety. The Title IX Coordinator will initiate the Title IX 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.

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 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.

The College reserves the right to take whatever measures it deems necessary in response to complaints of stalking, intimate partner violence, and/or sexual misconduct 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.

Sanctions for student conduct complaints may differ based on the circumstances of the complaint. For example, a finding of responsibility for non-consensual sexual penetration may result in suspension or
expulsion; non-consensual sexual contact may result in a range of sanctions from warning to expulsion; intimate partner violence may result in a range of sanctions from disciplinary probation to expulsion.

Sexual misconduct, intimate partner violence, and other forms of gender-based discrimination are considered Title IX violations and obliges 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 re-occurrence. 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 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.

When a person is involved in a Title IX complaint, if there is a perceived bias or conflict of interest regarding a deputy Title IX Coordinator or others handling the Title IX grievance procedures, those concerns should be shared with the Title IX Coordinator. If there is a perceived bias or conflict of interest regarding the Title IX Coordinator, those concerns should be shared with the Dean of Institutional Equity and Inclusion.

Off Campus: The New London and Waterford Police Departments are available if a student would like to report sexual misconduct, stalking, or intimate partner 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 Senior Associate Dean of Student Life in addition to reporting to the police.

The Director of Sexual Violence Prevention and Advocacy works with a specific member of the New London Police Department as well as the Waterford Police Department and 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.

Federal Timely Warning Obligations: Individuals who have experienced sexual misconduct, intimate partner 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.
VIII. SUPPORT FOR STUDENTS ACCUSED OF A TITLE IX VIOLATION

If a complaint has been filed alleging misconduct by a student, the student should make an appointment immediately to meet with the Title IX Coordinator who will explain the resolution process in detail and assist in contacting a support person or other trained professional staff members who can provide support throughout the process. Students may enlist any of these staff members or anyone else to be a support person.

The individual responding to a complaint may be accompanied by an advisor of their choosing to guide and accompany them throughout the campus resolution process. The individual is entitled to be accompanied by the advisor in all meetings and interviews at which the 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 designee) 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. Specific guidelines and options for support persons may be found in the Student Handbook.

When a student has been charged with a Title IX Policy violation, that student may wish to make an appointment with Counseling Services as soon as possible. The Chaplains in the Office of Religious and Spiritual Life may also be a resource. They are experienced in helping students who are going through distressing situations. Call 860-439-2450 for an appointment.

IX. AWARENESS, PROGRAMMING AND INTERVENTION

In an effort to reduce the risk of sexual misconduct as well as the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence occurring among its students, the College utilizes a range of campaigns, strategies, and initiatives to promote awareness, educational, risk reduction, and prevention programming.

It is the policy of Connecticut College to offer programming to identify and prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults), and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout an incoming student’s first semester. Programs and other campaigns offered 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.
THINK SAFE PROGRAM: The Think S.A.F.E. (Sexual Assault-Free Environment) Project at Connecticut College 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.

Think S.A.F.E. is an intentional collaboration 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: Think S.A.F.E. 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 Darcie Folsom at darcie.folsom@conncoll.edu or 860-439-2219.
Groups we have trained:

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

RESIDENCE HALL PROGRAMING: 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.

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In the event that sexual misconduct, gender-based violence, or the crimes of sexual assault, stalking, dating violence, or domestic violence do occur, the College takes the matter very seriously. The College employs interim protection measures such as interim suspensions and/or no contact orders in any case where a student’s behavior represents a risk of violence, threat, pattern, or predation. If a student is accused of sexual misconduct, other gender-based violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, s/he is subject to action in accordance with the Sexual Misconduct Policy in the student handbook. A student wishing to officially report such an
incident may do so by contacting Office of Student Life or the Title IX Coordinator. Anyone with knowledge about sexual misconduct, gender-based violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence is encouraged to report it immediately. Protective measures for victims are available from the campus whether a victim chooses to report to local law enforcement, and irrespective of whether a victim pursues a formal complaint through the College resolution process.

If you are the victim of sexual misconduct, gender-based violence, or the crimes of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, 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 860 439-2692, as well as to Heidi Freeland-Trail 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. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. The hospital will arrange for a specific medical examination at no charge or can work with you to arrange state reimbursement.

   - 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 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 un laundered 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 at 860 439-2251 or call the Gatehouse at 860 439-2222 or the campus Title IX Coordinator 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 860 439-2692,
   - Director of Sexual Violence Education and Advocacy at 860 439-2219
   And/or
   - Sexual Assault Crisis Center of Eastern CT 24 Hour Hotline at 1-888-999-5545.

6. Contact the Office of the Dean of Student Life at 860 439-2825 if you need assistance with College related concerns, such as no-contact orders or other protective measures. The Director of Sexual Violence Education and Advocacy, 860-439-2219 will also assist in any needed advocacy for students 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.

7. **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 in education programs or activities, including athletics programs and activities, 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 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](http://www2.ed.gov/about/offices/list/ocr/complaintintro.html).
X. TITLE IX COMPLAINT INVESTIGATION PROCESS

The Title IX complaint investigation process addresses alleged violations of gender or sex discrimination, sexual misconduct, intimate partner violence, related retaliation, or any other violations involving Title IX. The Title IX Coordinator is responsible for initiating the complaint investigation process. The Title IX Coordinator may consult with a Deputy Title IX Coordinator in determining how to proceed.

The College may act on notice of a potential violation whether a formal allegation is made or not. When such complaints are received, the Title IX Coordinator will assign (typically within three business days) a trained investigator(s). The Title IX Coordinator has the sole discretion in determining the number of investigators assigned to a complaint. The investigator(s) has the primary responsibility for conducting all aspects of the investigation.

Rights of the Complainant and Respondent

- Preservation of privacy, to the extent possible and allowed by law.
- A timely investigation and appropriate resolution as outlined in this process.
- Have the investigation conducted by individuals who have received annual training.
- Be provided information about this process and the nature and extent of all alleged violations within the complaint.
- Access to medical and emotional support from Student Counseling Services, Student Health services, and/or trained advocates or support persons.
- Opportunity to receive advice and support from a person of the student’s choice throughout the investigation and resolution processes. The support person must be eligible, available, and serve in accordance with the guidelines in the Student Handbook.
- Opportunity to review and respond to the investigative report (and the alleged violations within the report) prior to a finding of not responsible/responsible.
- Be informed in writing of the determination, and when applicable, the sanction.
- The opportunity to request a review of the decision based on the grounds outlined in the Student Handbook.

Requests by the complainant and respondent for ADA accommodations in this process must be made to
the Title IX Coordinator at least 24 hours in advance of the first interview meeting. The Title IX Coordinator may consult as needed with the Office of Student Accessibility Services.

The process outlined below will be followed in all matters when possible. The College reserves the right to adjust procedures, with advance notice given to both parties.

A. The Preliminary Inquiry

Once notice is received from any source (victim, 3rd party, faculty, staff, etc.), the investigator may proceed with a preliminary inquiry to gather information. Preliminary inquiries typically take 1-7 business days to complete.

The preliminary inquiry may lead to:

1. No Investigation: A determination that there is a lack of or insufficient evidence to pursue the investigation. If there is insufficient evidence through the inquiry to support reasonable cause to believe College policy has been violated, the allegations will be closed with no further action. The allegations may also be closed with no further action if the victim requests that there be no investigation and the Title IX Coordinator in consultation with the investigator(s) determines that this request can be honored.

Or,

2. Formal Investigation: A formal complaint of a violation will be investigated and resolved by the College (see Investigation Procedures below)

As part of the preliminary inquiry, the investigator(s) will take the following steps, if not already completed by the Title IX Coordinator:

1. Confirm whether the person bringing the complaint is the initiator of the complaint, the alleged complainant, or a College representative;

2. Initiate any necessary remedial actions on behalf of the complainant (if any), potentially including issuing no contact orders between the involved individuals;

3. Conduct an immediate preliminary inquiry:
   a. identify an initial list of policies that may have been violated;
   b. review the history of the parties;
   c. identify the context of the incident(s) and/or any potential patterns; and
   d. review the nature of the complaint(s).

4. Determine the next steps:
a. If the complainant is reluctant to pursue the complaint, determine whether the complaint should still be pursued and whether sufficient independent evidence could support the complaint without the participation of the complainant; b. Notify the complainant of whether the College intends to pursue the complaint regardless of their involvement, and inform the complainant of their rights in the process and option to become involved if they choose.

If a complaint is not pursued beyond the preliminary inquiry, the Title IX Coordinator may determine that certain remedies are nonetheless necessary. The Title IX Coordinator may consult with the Senior Associate Dean of Student Life to determine and implement such remedies as needed. Such measures include, but are not limited to, modification of living arrangements, restricting/prohibiting contact with person(s) on campus, restriction of access to campus facilities, etc. Remedies may also include campus-wide actions, training, education, etc.

B. The Formal Investigation Overview

If indicated by the preliminary inquiry and authorized by the Title IX Coordinator, the investigator(s) will conduct a comprehensive investigation to determine:

a. If there is reasonable cause to believe that the responding student violated College policy; b. What specific policy violations should serve as the basis for the complaint; and c. A finding of “responsible” or “not responsible” based on a more likely than not standard.

The investigator is responsible for ensuring the investigation is thorough, reliable, impartial, prompt, and equitable. When investigating the complaint, a demonstrated pattern of repeated and/or predatory behavior by the responding student will be relevant and included in the report. The investigator(s) may require the cooperation of any member(s) of the Connecticut College community in providing information. However, no member of the College staff with whom the complainant or respondent has entered into a confidential relationship can be required to give information arising from that role without the permission of the complainant or respondent.

It is possible that through the course of the investigation, the investigator(s) or the Title IX Coordinator may identify additional remedies including interim suspension. To interim suspend a student, the Title IX Coordinator will make a recommendation to the Senior Associate Dean of Student Life who will make the decision. A student may request the Dean of Students to review this decision.

Through the course of an investigation, the investigator(s) may identify additional violations of the Honor Code and/or Student Code of Conduct or other College policies. These potential violations will be resolved in this process. The decision to charge any student with violations lies solely with the Title IX Coordinator, in consultation with the Senior Associate Dean of Student Life, unless the investigator(s) only identify non-Title IX related violations. In this instance, the Title IX Coordinator will refer the information and violations to the Senior Associate Dean of Student Life for resolution in the conduct process. Investigators may consult with the Title IX Coordinator and the Senior Associate Dean of Student Life in deciding whether to apply the College’s amnesty policy.
Amnesty Policy:

The health and safety of students is a primary concern at Connecticut College. Amnesty may be extended to students for minor violations when the student chooses to bring Title IX related violations to the coordinator’s attention. Educational options may be recommended to the Senior Associate Dean of Student Life but no conduct proceedings will be initiated.

Investigation and Sanction Meeting Timeline:

Once the Title IX Coordinator initiates a formal investigation, typically complaints will be resolved within a 45 business day period. The following is a typical timeline:

- The investigation report is completed and findings are made within 30 business days of initiating the investigation.
- The complainant and respondent will receive a formal letter notifying them of the investigation.
- When the written investigation report is prepared, the complainant and respondent will receive a written letter (a) identifying whether or not there are any alleged policy (or policies) violation(s).
- A final investigation report will be issued after the complainant and respondent have the opportunity to submit a written response to the written report.
- If the investigation determines there are no alleged violations of policy or if the investigation determines the respondent is not responsible for the alleged violations of policy, the complainant may ask the Title IX Coordinator to review the investigation.
- If the investigation determines a student is responsible for violating a policy, the Title IX Coordinator will refer the matter to the Senior Associate Dean of Student Life to convene a Title IX Sanctions Panel. The panel is typically scheduled 5 business days after the Senior Associate Dean receives the referral from the Title IX Coordinator.
- The complainant and respondent will receive written notice of the Sanctions Panel and any relevant materials 4 business days before the sanction meeting.
- The complainant and respondent are notified of the outcome one business day after the sanction meeting and conclusion of deliberation.

- If the College is not in session during part of that period or in instances where additional time may be required because of the complexity of the complaint or unavailability of parties or witnesses, the Title IX Coordinator may extend the time. If the period is extended, the investigator(s), the complainant, and the respondent will be informed. Given the particularly serious nature of these allegations, work, rehearsals, and intercollegiate athletic practices/games may not excuse scheduled meetings with the investigator(s), the Senior Associate Dean of Student Life, the Title IX Coordinator, or the Sanctions Panel.

C. Formal Investigation Procedures

1. The investigator(s) may consult as needed with the Title IX Coordinator throughout the process.
The Title IX Coordinator will prepare a written notice of the investigation and the alleged complaint(s) on the basis of the reasonable cause determination, which may be delivered prior to, during or after the responding student is interviewed, at the discretion of the investigator(s).

The following are the responsibilities of the investigator(s):

a. Commence an investigation by developing a strategic investigation plan, including a witness list, evidence list, intended timeframe, and order of interviews for all witnesses and the responding student, who will typically be given notice of the interview prior to the interview.

   - The complainant and respondent will have an opportunity to share all the information they would like the investigator(s) to review, including recommending witnesses and submitting information for consideration. Each party will have a full and fair opportunity to be informed of and respond to the available evidence during interviews with the investigator, which are typically conducted in person, but may be conducted by telephone or other communication means as necessary.
   - The investigator(s) has the sole discretion in making decisions about who is a relevant witness and the collection and evaluation of information and documents. Other individuals, including the complainant, respondent, and their support persons, may not independently contact persons to be interviewed or solicit the collection or destruction of evidence or information.

b. Interview all relevant witnesses, summarize the information they are able to share and have each witness sign the summary to verify its accuracy. Investigator(s) may require the cooperation of any member(s) of the Connecticut College community in providing information during the investigation. However, no member of the College staff with whom the complainant or respondent has entered into a confidential relationship can be required to give information arising from that role without the permission of the complainant or respondent.

c. Each party may be accompanied by one support person of their choosing who is both eligible and available. The investigator(s) may share the names of the support persons with the complainant, respondent, and the Title IX Coordinator.

d. Obtain all documentary evidence and information that is available and deemed relevant by the investigators.

e. Obtain all physical evidence that is available and deemed relevant by the investigators.

f. Complete the investigation promptly by analyzing all available evidence without unreasonable deviation from the intended timeline;

   - The past sexual history or sexual character of a party will not be considered in making a final determination unless such information is determined to be highly relevant by the
investigator(s). All such information will be presumed irrelevant unless the investigator(s) consult with the Title IX Coordinator and determine it is highly relevant.

- Demonstration of pattern, repeated, and/or predatory behavior by the responding student, will be relevant to the finding.

g. The investigator(s) will compile a preliminary report for the complainant, respondent, and the Title IX Coordinator to review.

- The Title IX Coordinator may redact information that is irrelevant, an unwarranted invasion of privacy, or immaterial.
- The preliminary investigation report will specify whether the information supports any alleged violations of policy. If there are alleged policy violations, the preliminary report will include a written notice listing the alleged policy violations.
- The complainant and respondent will have the opportunity to review the preliminary investigation report including witness statements and other relevant material. When appropriate, the statements reviewed may be redacted prior to being viewed (see 7a above).
- The parties may share the preliminary report with their support persons. Reports may not be shared with anyone else. Neither the parties nor their support persons are permitted under any circumstances to share reports or partial reports publicly.
- The complainant and respondent have an opportunity to submit a written response to the report within 3 business days. The complainant and respondent may request to see the other party’s written response. Typically, access and viewing of written responses will happen in a meeting with the investigator(s). In rare circumstances when this is not possible, the Title IX Coordinator may facilitate the sharing of information in a way that is equitable to both parties.

h. Typically, within 5 business days of the deadline for receiving the written responses, the investigator(s) will issue a final written report which addresses any issues raised by the complainant and respondent in their written responses. For investigations in which alleged policy violations are identified, the report will include determinations of responsibility for each identified violation, based on a more likely than not standard (preponderance of the evidence standard), the investigator’s rationale, all relevant investigation material, and the complainant’s and respondent’s written responses.

- The investigator(s) will notify the Title IX Coordinator of the findings.
- The investigator(s) and/or the Title IX Coordinator (or designee) will meet with the complainant and respondent separately to share the final investigation report and determination of responsibility.
- After meeting with the complainant and the respondent, the investigator(s) will submit the final report to the Title IX Coordinator.

D. Findings
The following options describe the remainder of the process, depending on whether the investigator(s) made a determination of a policy violation or no policy violation.

1. The investigator(s) determines there is insufficient information to allege a violation of policy

Where the investigator(s) allege no violations of policy, the investigation will be closed. In all cases, the Title IX Coordinator will review the file when it is deemed closed, and may re-open the investigation. This decision will be made within 3 business days of the investigation being closed. The decision to re-open an investigation is solely at the discretion of the Title IX Coordinator and only on the basis of extraordinary cause. The Title IX Coordinator will focus on (a) whether College’s procedures were followed; and (b) there is sufficient evidence in the record to support the investigator(s) determination. In such instances where the Title IX Coordinator determines that an investigation should be re-opened, the rationale for this determination will be clearly articulated in writing and notice provided to the investigator, the complainant, and the respondent.

2. The responding student is found “Not Responsible”

Where the responding student is found not responsible for the alleged violation(s), the investigation will be closed. The complainant may request a conduct review by the Dean of Students (see Request for Review process on p.145 in the Student Handbook). The Dean of Students review of the matter will be limited as outlined in the Request for Review process.

3. The responding student is found “Responsible”

If the investigator(s) determines the responding student is responsible for a policy violation, the Title IX Coordinator will refer the incident to the Senior Associate Dean of Student Life. The Senior Associate Dean of Student Life will convene the Title IX Sanctions Panel to determine the appropriate sanction(s).

E. The Title IX Sanctions Panel Meeting

The purpose of the meeting with the Sanctions Panel is to determine sanctions appropriate to the findings of responsibility. It is not a second investigation nor intended to serve as a hearing regarding the findings of responsibility. Sanction Panel members may not entertain evidence intended to revisit the finding or determination of responsibility. In complaints involving discrimination, the sanctions will serve to end the discrimination, prevent its recurrence, and remedy its effects on the complainant and the College community.

College sanctions range from warning to permanent expulsion. Typical sanctions include disciplinary probation, suspension, and/or referral to an educational program. However, students found responsible for violations involving a pattern of behavior, violence, and/or nonconsensual sexual penetration are typically suspended or expelled from the College.

Sanctions Panel Composition
A sanctions panel meeting is a panel of three voting staff members one of whom is the Senior Associate Dean of Student Life serving as the designated chair.

- The staff members are selected from the trained staff members serving on the Dean’s Conduct Committee.
- Members of the panel participate in annual training on topics related to Title IX, sexual misconduct, bias, harassment, stalking, and intimate partner violence.
- Members of the committee who may be involved in the allegations of the complaint or who otherwise have a conflict of interest must excuse themselves from the sanction panel process.
- If the Senior Associate Dean of Student Life has a conflict of interest, a trained member of the dean’s conduct committee may serve as the chair.

**Procedures:**

1. Upon receipt of the investigator’s final report and findings from the Title IX Coordinator, the Senior Associate Dean of Student Life will convene a meeting of the Sanctions Panel typically 5 (business) days after receipt. The Senior Associate Dean of Student Life will notify all involved persons and members of the panel of the scheduled meeting. Those serving on the panel will receive a copy of the investigation report.

   **Four days before the meeting, the following will occur:**
   - The complainant and the respondent will receive via email: a written notice of the date/time/location of the meeting and the names of the panel members.

   **Three days before the meeting, the following will occur:**
   - The complainant or respondent may notify the Senior Associate Dean of Student Life of a perceived conflict of interest with any panel member.
   - The complainant and respondent will provide the Senior Associate Dean of Student Life with the name of his/her support person if he/she chooses to bring one to the meeting.
   - Any request for accommodations must be submitted to the Senior Associate Dean of Student Life. This includes requests to accommodate a disability, participate via videoconferencing, having a Campus Safety Officer present, or other requests to ensure a safe environment.

   **Two days before the meeting, the following will occur:**
   - The Senior Associate Dean of Student Life will share the names of the support persons with the Title IX Coordinator, panel members, complainant, respondent, and investigator(s).
   - The Senior Associate Dean of Student Life will notify the complainant, respondent, and investigator of any changes to the panel composition.

2. The Chair will facilitate the meeting with the panel members and investigator(s) present for the duration of the meeting. The complainant and the respondent will be given the opportunity to separately address the panel about the impact and findings, and may do so remotely if requested. The
panel members may only ask sanction related questions of the complainant, respondent, and investigator(s).

- Demonstration of pattern, repeated, and/or predatory behavior by the responding student will be relevant to the sanction. If the information is included in the investigation report, it may be considered in the meeting. Prior campus disciplinary history may also be considered by the panel, even when unrelated to Title IX.

3. If any party does not attend or chooses not to speak, the procedures will still be followed and sanctions will be imposed.

4. All information shared at the meeting will be audio recorded in the event of a request for review. The panel’s deliberations will not be recorded. The audio recording is the property of the College. The Chair, or designee, will keep a written summary of the deliberations for the record.

5. The Chair will promote a civil and respectful proceeding. The Chair reserves the right to remove any individual who impedes the process. The meeting may be recessed or continued at the Chair’s discretion.

6. At the conclusion of the meeting, only the Chair, the panel, and the investigator(s) may be present for the deliberation. Sanctions will be determined by a majority vote; the investigator(s) are non-voting participants. Pertinent records of previous disciplinary action may be used in determining an appropriate sanction. The panel may consult as needed with the Title IX Coordinator.

7. At the conclusion of the deliberation, the Senior Associate Dean of Student Life will deliver the decision of the Panel (typically within 1 business day) in writing to the parties.

The sanctions are in effect immediately upon notification.

As in all resolution processes, the respondent and complainant have the right to request a student conduct review (see Request for Review process on p.145 in the Student Handbook).

- If a student initiates a request for review, the parties and the Title IX Coordinator will be notified by the Senior Associate Dean of Student Life of the request for review.
- Both parties and the Title IX Coordinator will receive the final decision of the review in writing from the Dean of Students.

Should the respondent and/or complainant choose not to request a review, the investigator(s)’s findings and the panel’s sanctions will be considered the final decisions of the College. The Title IX Coordinator may review the case for any additional remedies that may be necessary beyond the conduct process to assure compliance with Title IX.

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 p.132) 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.

An interim student conduct sanction may include:

Interim Loss of Housing - Dismissal from College owned housing for a specified period of time and without financial reimbursement. 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 his/her 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 parent/guardian.

Interim Suspension from the College - While interim suspension status is in effect, a student is denied access to classes, activities, and facilities pending resolution of the student conduct case or completion of the adjudication process. When a student is interim suspended, they may be assigned Temporary Withdrawal status. In cases of temporary withdrawal, the College will notify students in writing that they have been placed on this interim status pending final leave/withdrawal/readmission. A student on temporary withdrawal is subject to the same rules regarding financial aid and financial obligations that apply to students taking voluntary withdrawal. Students on temporary withdrawal may not participate in College activities until they have been readmitted.

Interim Campus Restriction - While campus restriction is in effect, a student is allowed access to classes; however, access to any activities, campus facilities, and campus property is denied.

No-Contact Order - While a no-contact order is 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.

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.

F. STAFF PROCEDURES

Support for Staff Members who have experienced sexual misconduct, intimate partner violence, or stalking.

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 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 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 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**

*On Campus:* Employees 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 Melissa Pierce, 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](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

Names and contact information for the Title IX Coordinators are found in Section I.
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, intimate partner violence, or stalking

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.

G. FACULTY PROCEDURES

Support for faculty members who have experienced sexual misconduct, intimate partner violence, or stalking

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 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.

**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 Abby Van Slyck, Dean of the Faculty; Jeff Cole, the Associate Dean of the Faculty or to John McKnight, 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](http://www2.ed.gov/about/offices/list/ocr/complaintintro.html) or the EEOC at [http://www.eeoc.gov/employees/charge.cfm](http://www.eeoc.gov/employees/charge.cfm).
Names and contact information for the Title IX Coordinators are found in Section I.

**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, intimate partner violence, or stalking**

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 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 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.

**H. INVESTIGATION AND RESOLUTION PROCESS**

**Investigations of sexual misconduct, stalking, and intimate partner violence involving student respondents**
Connecticut College refers all formal investigations in which students are alleged to have violated the sexual misconduct, stalking (gender-based), intimate partner violence, other Title IX related violations to the Title IX Complaint Process outlined in the Student Handbook. An external investigator will partner with an internal trained investigator who is a member of the Student Life staff to conduct the investigation. The investigator(s) will write a report detailing the investigation and the findings. A Sanctioning Panel composed of trained staff members will review the investigation report and determine the sanctions. The complainant(s) and respondent(s) have the right to request a review of the decision according to guidelines found in the Student Handbook.

Investigations of sexual misconduct, stalking, and intimate partner violence 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.

Investigations of sexual misconduct, stalking, and intimate partner violence 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.

I. DETERMINING SANCTIONS/DISCIPLINE

Determining sanctions for students found responsible

As outlined in the Student Handbook, when a student is found responsible for violating this policy, based on an investigation and using the preponderance of evidence standard of proof, the investigators submit their report to the Sanctioning Panel. The Panel is composed of three members drawn from a pool of seven trained staff members. Both the complainant and respondent may present impact statements to the Sanctioning Panel. After considering both the investigation report and any impact statements, the Panel determines appropriate sanctions. 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.

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.

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. IFF (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.

Amending this policy

The College reserves the right to make changes to this policy 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.

XI. LEGAL DEFINITIONS

Rape is generally defined by states as forced sexual intercourse. It may also include situations where the victim is incapable of giving consent due to incapacitation by means of disability or alcohol or other drugs. Many rapes are committed by someone the victim knows, such as a date or friend.

Under Connecticut State law, 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.”

The complete Connecticut rape and sexual assault offense definitions are:

**State of Connecticut Statutes: Penal Code of Offenses**

**Sec. 53a-70. Sexual assault in the first degree: Class B or A felony.** (a) A person is guilty of 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, or (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, or (3) commits sexual assault in the second degree as provided in section 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 person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse.

(b) (1) Except as provided in subdivision (2) of this subsection, sexual assault in the first degree is a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court or, if the victim of the offense is under ten years of age, for which ten years of the sentence imposed may not be suspended or reduced by the court.

(2) Sexual assault in the first degree is a class A felony if the offense is a violation of subdivision (1) of subsection (a) of this section and the victim of the offense is under sixteen years of age or the offense is a violation of subdivision (2) of subsection (a) of this section. Any person found guilty under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.

(3) Any person found guilty under this section shall be sentenced to a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years.

**Sec. 53a-70a. Aggravated sexual assault in the first degree: Class B or A felony.** (a) A person is guilty of aggravated sexual assault in the first degree when such person commits sexual assault in the first
degree as provided in section 53a-70, and in the commission of such offense (1) such person uses or is armed with and threatens the use of or displays or represents by such person’s words or conduct that such person possesses a deadly weapon, (2) with intent to disfigure the victim seriously and permanently, or to destroy, amputate or disable permanently a member or organ of the victim’s body, such person causes such injury to such victim, (3) under circumstances evincing an extreme indifference to human life such person recklessly engages in conduct which creates a risk of death to the victim, and thereby causes serious physical injury to such victim, or (4) such person is aided by two or more other persons actually present. No person shall be convicted of sexual assault in the first degree and aggravated sexual assault in the first degree upon the same transaction but such person may be charged and prosecuted for both such offenses upon the same information.

(b) Aggravated sexual assault in the first degree is a class B felony or, if the victim of the offense is under sixteen years of age, a class A felony. Any person found guilty under this section shall be sentenced to a term of imprisonment of which five years of the sentence imposed may not be suspended or reduced by the court, except that, if such person committed sexual assault in the first degree by violating subdivision (1) of subsection (a) of section 53a-70, and the victim of the offense is under sixteen years of age, twenty years of the sentence imposed may not be suspended or reduced by the court. Any person found guilty under this section shall be sentenced to a period of special parole pursuant to subsection (b) of section 53a-28 of at least five years.

Sec. 53a-70b. Sexual assault in spousal or cohabiting relationship: Class B felony. (a) For the purposes of this section:

(1) “Sexual intercourse” means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however slight, is sufficient to complete vaginal intercourse, anal intercourse or fellatio and does not require emission of semen. Penetration may be committed by an object manipulated by the actor into the genital or anal opening of the victim’s body; and

(2) “Use of force” means: (A) Use of a dangerous instrument; or (B) use of actual physical force or violence or superior physical strength against the victim.

(b) No spouse or cohabitor shall compel the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor, or by the threat of the use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.

(c) Any person who violates any provision of this section shall be guilty of a class B felony.

Sec. 53a-70c. Aggravated sexual assault of a minor: Class A felony. (a) A person is guilty of aggravated sexual assault of a minor when such person commits a violation of subdivision (2) of subsection (a) of section 53-21 or section 53a-70, 53a-70a, 53a-71, 53a-86, 53a-87 or 53a-196a and the victim of such offense is under thirteen years of age, and (1) such person kidnapped or illegally restrained the victim, (2) such person stalked the victim, (3) such person used violence to commit such offense against the victim, (4) such person caused serious physical injury to or disfigurement of the victim, (5) there was more than one victim of such offense under thirteen years of age, (6) such person
was not known to the victim, or (7) such person has previously been convicted of a violent sexual assault.

(b) Aggravated sexual assault of a minor is a class A felony and any person found guilty under this section shall, for a first offense, be sentenced to a term of imprisonment of twenty-five years which may not be suspended or reduced by the court and, for any subsequent offense, be sentenced to a term of imprisonment of fifty years which may not be suspended or reduced by the court.

Sec. 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is mentally defective to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person’s guardian or otherwise responsible for the general supervision of such person’s welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor’s professional, legal, occupational or volunteer status and such other person’s participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

(b) Sexual assault in the second degree is a class C felony or, if the victim of the offense is under sixteen years of age, a class B felony, and any person found guilty under this section shall be sentenced to a term of imprisonment of which nine months of the sentence imposed may not be suspended or reduced by the court.

Sec. 53a-72a. Sexual assault in the third degree: Class D or C felony. (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical injury to himself or herself or a third person, or (2) engages in sexual intercourse with another
person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

(b) Sexual assault in the third degree is a class D felony or, if the victim of the offense is under sixteen years of age, a class C felony.

Sec. 53a-72b. Sexual assault in the third degree with a firearm: Class C or B felony. (a) A person is guilty of sexual assault in the third degree with a firearm when such person commits sexual assault in the third degree as provided in section 53a-72a, and in the commission of such offense, such person uses or is armed with and threatens the use of or displays or represents by such person’s words or conduct that such person possesses a pistol, revolver, machine gun, rifle, shotgun or other firearm. No person shall be convicted of sexual assault in the third degree and sexual assault in the third degree with a firearm upon the same transaction but such person may be charged and prosecuted for both such offenses upon the same information.

(b) Sexual assault in the third degree with a firearm is a class C felony or, if the victim of the offense is under sixteen years of age, a class B felony, and any person found guilty under this section shall be sentenced to a term of imprisonment of which two years of the sentence imposed may not be suspended or reduced by the court and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of ten years.

Sec. 53a-73a. Sexual assault in the fourth degree: Class A misdemeanor or class D felony. (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person intentionally subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally defective or mentally incapacitated to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person’s guardian or otherwise responsible for the general supervision of such other person’s welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual contact without such other person’s consent; or (3) such person engages in sexual contact with an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty
years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor’s professional, legal, occupational or volunteer status and such other person’s participation in a program or activity, and (b) such other person is under eighteen years of age, or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

(b) Sexual assault in the fourth degree is a class A misdemeanor or, if the victim of the offense is under sixteen years of age, a class D felony.

Other Sexual Offenses

Besides rape, other sexual offenses include the following: sodomy (forced anal intercourse); oral copulation (forced oral-genital contact); rape by a foreign object (forced penetration by a foreign object, including a finger); and sexual battery (the unwanted touching of an intimate part of another person for the purpose of sexual arousal).

Statutory Rape

Under Connecticut law, both males and females who are under the age of sixteen cannot legally consent to sexual relations. This means that even if two people choose to have sex, if one of them is under age sixteen, the older person COULD be charged with sexual assault.

In Connecticut, sexual consent is defined as: In Connecticut, the age of consent to engage in sexual activity is 16 years old. Like many states, the law only applies if there is a certain minimum age difference between the parties. In Connecticut, there will be no prosecution if the parties’ ages are 2 years apart or less.

Link to Student Handbook 2016-2017 (login required):

XII. 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.


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.

XIII. CONNECTICUT STATE DEFINITIONS OF DOMESTIC VIOLENCE

Connecticut has many laws that are intended to help keep victims of domestic violence safe and hold offenders accountable for their actions. These laws, referred to as domestic violence or family violence laws, apply to victims regardless of their age, gender, economic status, race, ethnicity, religion, sexual orientation, education, or immigration status.

Some of the laws (also known as “statutes”) created by the CT General Assembly to help keep victims safe are described below with links to the full statutes. Please note that “C.G.S.” stands for CT General Statutes, which are the laws of the State of Connecticut.

**Family Violence and Family Member Defined**

In Connecticut, it is illegal for someone to physically assault, stalk or threaten you even if that person is a member of your family or household, or is someone you have dated. Connecticut defines family or household member to include any of the following persons regardless of their age:

- Spouse or former spouse
- Parents or their children
- Persons related by blood or marriage
- Persons other than those related by blood or marriage but who presently reside together or have resided together (e.g., roommates)
- Persons who have a child in common regardless of whether they have ever been married or lived together
- Persons who are currently in or who have recently been in a dating relationship

**C.G.S. § 46b-38a – Family violence prevention and response** – states that “Family violence means 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.”
XIV. CRIME DEFINITIONS FROM THE UNIFORM CRIME REPORTING HANDBOOK AS REQUIRED BY THE CLERY ACT REGULATIONS

Criminal Homicide-Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Criminal Homicide-Manslaughter by Negligence: The killing of another person through gross negligence.

Reporting of statistics under the Clery Act uses federal offenses definitions that allow comparability across campuses, regardless of the state in which the campus is located. These definitions are as follows:

Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

A. 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 victim’s consent. The definition of rape comes from the Federal Bureau of Investigation’s (FBI) definition in the UCR Summary Reporting System.

B. Fondling — The touching of the private body 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. The definition of fondling comes from the “National Based Reporting System (NIBRS) User Manual from the FBI’s UCR Program.

C. Incest — Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. The definition of fondling comes from the “National Based Reporting System (NIBRS) User Manual from the FBI’s UCR Program.

D. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. The definition of fondling comes from the “National Based Reporting System (NIBRS) User Manual from the FBI’s UCR Program.

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.

A. The existence of such a relationship shall be determined 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.

B. For the purposes of this definition:

i. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such
abuse.

ii. Dating violence does not include acts covered under the definition of domestic violence.

C. 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.

**Domestic Violence:** 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.

**Stalking:** 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.

For the purposes of this definition, *course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

**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. (In is not necessary that injury result form an aggravated assault when a gun, knife or other weapon is used which could and probably would result in serious injury if the crime were successfully complete.)  The definition of Aggravated Assault comes from the Federal Bureau of Investigation’s (FBI) definition in the UCR Summary Reporting System.
**Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit larceny or felony; breaking and entering with intent to commit larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned. *The definition of Aggravated Assault comes from the Federal Bureau of Investigation’s (FBI) definition in the UCR Summary Reporting System.*

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned including joyriding).

**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.

**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 methadones); 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, 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.

**Hate Crime Reporting**
The regulations, under the Clery Act, require institutions to report as hate crimes any occurrence of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson and any other crime involving bodily injury reported to local law enforcement agencies or a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrators bias. Regulations add the crimes of larceny-theft, simple assault, intimidation, and destruction /damage/ vandalism of property to the list of crimes that must be reported in hate crime statistics.

**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.

Hate Crimes

Race: A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

Gender: A preformed negative opinion or attitude toward a group of persons because those persons are male or female. Gender bias is also a Clery Act-specific term, not found in the FBI’s Hate Crime Data Collection Guidelines.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, Atheists).

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexual).

Ethnicity: A preformed negative opinion or attitude toward a group of persons of the same race who share common or similar traits, languages customs and traditions (e.g., Arabs, Hispanics).

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

National Origin: A preformed negative opinion or attitude toward a person or group of persons based on their national origin.

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.
XV.  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 Studies Office. Individuals should immediately report a missing student to Campus Safety. The College will contact the designated person within 24 hours of the time that a student is considered missing. Law enforcement officials will also be notified of a student’s absence no later than 24 hours after the student has been deemed missing and will follow their own investigation procedures. For students who are minors (under 18 and not emancipated), the College is obligated to notify parent(s) or guardian(s) within 24 hours of receiving a report that the student is missing. These requirements do not preclude implementing these procedures in less than 24 hours if circumstances warrant such action.

The College may disclose personally identifiable information without prior written consent of the student to appropriate parties in a health or safety emergency, if knowledge of the information is necessary to protect the health or safety of the student or other individuals.

XVI.  EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Connecticut College has an Emergency Response Plan (ERP) that is regularly reviewed and updated by a campus committee chaired by the Vice President for Finance and Administration.

The College is also in regular contact with the Emergency Response Team for the City of New London.

The Emergency Response Plan addresses procedures for immediate notification of the College community of confirmed significant emergency and dangerous situations involving the immediate threat to the health or safety of students or employees occurring on the campus.

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 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, Utility Failure.


To increase its effectiveness, it is Connecticut College policy to review and amend the Emergency Response Plan 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 emergency, (4) exercises and drills suggests amendment is necessary (5) the emergency response coordinators change or emergency equipment list changes and (6) an environmental regulator, with jurisdiction over Connecticut College, deems a change to be necessary.
Emergency Notification System is an emergency alert system that the College implemented in the fall of 2007 semester. It gives the College the ability to quickly communicate information to potentially affected individuals. The college has contracted with Emergency Notification System, part on the NTI Group, for a notification system 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. Blackboard Connect leaves the message in the user’s voice mail 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 emergency, Campus Safety is notified at x2222, x 111 or 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 NLPD and/or NLFD, Director of Campus Safety, and other organizations such as Office of Residential Education and Living, Office of Student Life and Physical Plant 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 (Emergency Response Coordinator) will contact the Vice President for Finance and Administration (Incident Commander) who will in turn contact the President of the College (Emergency Director) and Dean of Student Life (Student Liaison) and all necessary members of the Emergency Response Team (Damage Control Officer, Hazardous Materials and Oil Spills Coordinator, Public Information Officer and Tech Support Coordinator). In Conjunction with the Director of Public Relations (Public Information Officer), the Emergency Response Team will determine the appropriate segment or segments of the College community who will be notified. After determination of the content of the notification, 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.

Once a year, the Emergency Response team performs a table top drill to test that the emergency procedures in place are effective. The team is chaired by the Vice President for Finance and Administration. Procedures are updated or changed as needed. Documentation, which includes date, time and whether it is announced or unannounced, for the exercises are maintained at the Vice President for Finance and Administrations office.
XVII. 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, the President will order the campus evacuation. Evacuation information will be communicated via the Emergency Communication System.

- At the beginning of each academic year, Campus Safety identifies those students with vehicles who are willing to provide transportation for other students in the event of a campus evacuation. Any emergency communication directing students to evacuate will include a reminder to those with vehicles to depart with as many passengers as possible.

- Those students without vehicles, and who are not able to arrange transport, will gather at either Harkness Chapel or Fanning Hall. From these locations, those needing a ride will be assigned departing vehicles with space available, or will be assigned to a campus vehicle. **Again, all vehicles should depart with as many passengers as possible.**

- **Before leaving campus, drivers should print a copy of the** EPZ Emergency Planning Route Map, which provides instructions and driving directions to the designated Evacuation Assembly Center and host community. (The designated evacuation assembly center for individuals evacuating from New London is Windham High School, 355 High Street, Willimantic, CT.)

Office of Residential Education and Living staff (House Fellows and Floor Governors) 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.

Emergency Response Team (ERT)
President of the College - Emergency Director
Vice President for Administration – Incident Commander
Director of Campus Safety – Emergency Response Coordinator
Dean of Student Life – Student Liaison
Director of Public Relations – Public Information Officer
Director of Environmental Health and Safety – Hazardous Materials and Oil Spills Coordinator
Director of Physical Plant – Damage Control Officer
Director of Technical Support – Technical Support Coordinator
Campus Safety Supervisors – First Responders

XVIII. IMPORTANT NUMBERS AND WEBSITES

**Title IX Coordinator:**
Ebony Manning, Assoc. Dean of Equity Compliance, Title IX, X2597 or 860 439-2035
emanning@conncoll.edu
Sarah Cardwell, Senior Associate Dean of Student Life, Deputy Title IX Coordinator
scardwel@conncoll.edu
Eva Kovach, Adjunct Professor, Women’s Rowing Coach, Deputy Title IX Coordinator, X2557 or 860 439-2257
edkov@conncoll.edu
Cheryl Miller, Assistant Vice President for Human Resources and Professional Development and
Deputy Title IX Coordinator, Human Resources, 860-439-2085 or cmiller5@conncoll.edu

**Office of the Dean of Student Life, X2825 or 860 439-2825**
Victor Arcelus, Dean of Students,
Sarah Cardwell, Senior Associate Dean of Student Life, Deputy Title IX Coordinator

**Office of Residential Education and Living, X2834 or 860 439-2834**
Sarah Rothenberger, Assistant Dean of Residential Education and Living
Meghan Thompson, Assistant Director, Area Coordinator, South – x5404 or 860 439-5404
Caitlin Kay, Assistant Director, Area Coordinator, North– x5298 or 860 439-5298

**Student Wellness and AOD Education X2826 or 860 439-2826**
CC Curtiss, Director

**Director of Sexual Violence Education and Advocacy, (Think S.A.F.E. Project)**
Calls directed to Ebony Manning, 860 439-2035,
After hours and weekends, Call Campus Safety 8600439-2222. Campus Safety will contact the On-Call duty administrator.
Student Counseling Services X2692 or 860 439-2692
Dr. Janet Spoltore, Director

Student Health Services X2275 or 860 439-2275

Student Engagement and Leadership Education X2834 or 860 439-2834
Geoff Norbert, Assistant Dean of Student Engagement and Leadership Education
Jeannette Williams, Associate Director
Anthony Turon, Assistant Director New Student Engagement and Programing

Campus Safety Department
Mary Savage, Director of Campus and Emergency Operations, X2251 or 860 (439)-2251
Campus Safety Gatehouse, for routine calls, X2222 or (860) 439-2222
Campus Safety Gatehouse, Emergency Number, X111
Tip/Hot Line, 5200 or (860) 439-5200

Campus Safety Website:
http://www.conncoll.edu/campus-life/campus-safety/

Student Health Services:
https://www.conncoll.edu/campus-life/health-and-counseling-services/student-health-services/

Student Counseling Services:
https://www.conncoll.edu/campus-life/health-and-counseling-services/student-counseling-services/

Student Wellness and AOD:

Alcoholics Anonymous
Narcotics Anonymous
Al-anon & Al-ateen

Sexual Assault Prevention and Advocacy:

OFF CAMPUS RESOURCES:

Sexual Assault Crisis Center of Eastern CT 24 Hour Hotline: 1-888-999-5545
Lawrence and Memorial Hospital (860) 442-0711(ask for the Emergency Room)
New London Police Department Emergencies 911 Non-Emergencies (860) 447-5269
RAINN 1-800-656-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

NOTE 1: IN THE PAST THREE CALENDAR YEARS, THERE WERE NO CRIMES REPORTED THAT WERE INVESTIGATED BY LOCAL LAW ENFORCEMENT AGENCIES TO BE UNFOUNDED.

NOTE 2: THERE WERE NO CRIMES REPORTED AT ANY NON-CAMPUS PROPERTIES.

NOTE 3: CONNECTICUT COLLEGE DOES NOT HAVE ANY SEPARATE CAMPUSES.
<table>
<thead>
<tr>
<th>CRIME STATISTICS TABLES</th>
<th>RESIDENCE HALLS AND STUDENT HOUSING CRIME STATISTICS</th>
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<th>RESIDENCE HALLS AND STUDENT HOUSING CRIME STATISTICS</th>
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<th>RESIDENCE HALLS AND STUDENT HOUSING STATISTICS</th>
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| CRIME STATISTICS TABLES | 59 |
### TOTAL OF ON CAMPUS PROPERTY WITHIN THE SAME REASONABLY CONTIGUOUS AREA OF THE INSTITUTION AND RESIDENCE HALLS AND STUDENT HOUSING CRIME STATISTICS

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<td>Robbery</td>
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### VAWA CRIME STATISTICS

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### LIQUOR, DRUG AND WEAPONS LAW VIOLATIONS

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## PUBLIC PROPERTY
### STREETS, SIDEWALKS, LOTS ADJACENT TO CAMPUS

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<tr>
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<tr>
<td>Robbery</td>
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## VAWA CRIME STATISTICS
### PUBLIC PROPERTY
### STREETS, SIDEWALKS, LOTS ADJACENT TO CAMPUS

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## LIQUOR, DRUG AND WEAPONS LAW VIOLATIONS
### PUBLIC PROPERTY
### STREETS, SIDEWALKS, LOTS – ADJACENT TO CAMPUS

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<td>Religion</td>
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<td>Robbery</td>
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Gender: Male 1, Female 2
Race: White 1, Black 1, Hispanic 1, Asian 1, Other 1
Religion: Christian 1, Jewish 1, Muslim 1, Other 1
Sexual Orientation: Heterosexual 1, Gay 1, Lesbian 1, Other 1
Ethnicity: Caucasian 1, African 1, Hispanic 1, Asian 1, Other 1
Disability: Yes 1, No 2
National Origin: American 1, European 1, Asian 1, Other 1
Gender Identity: Male 1, Female 2

Hate Crimes in Residence Halls and Student Housing

Clery Reportable Crime Offenses

<table>
<thead>
<tr>
<th>Calendary Year</th>
<th>Gender</th>
<th>Race</th>
<th>Religion</th>
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<th>Ethnicity</th>
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## HATE CRIMES ON CAMPUS PROPERTY WITHIN THE SAME REASONABLY CONTIGUOUS AREA OF INSTITUTION
AND RESIDENCE HALLS AND STUDENT HOUSING

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### Table Notes:
- The table above provides a breakdown of hate crimes reported on campus by various categories, including gender, race, religion, sexual orientation, ethnicity, disability, national origin, and gender identity.
- The data is organized by crime offense, with each row representing a different type of crime.
- Each column under the headers 'GENDER', 'RACE', 'RELIGION', etc., indicates the number of occurrences of hate crimes under that category for each offense.
- The totals at the bottom of each column represent the overall number of occurrences for that category across all offenses.

### Additional Observations:
- The data reflects a comprehensive view of hate crimes against students at an institution over a given period.
- Analysis of this data can provide insights into the prevalence and types of hate crimes, helping institutions identify areas for improvement in security and student support.

---

### Source:
- CLERY Act
- Campus Security Reports
- Institutional Data Collection
## HATE CRIMES ON PUBLIC PROPERTY
### STREETS, SIDEWALKS AND LOTS — ADJACENT TO CAMPUS

<table>
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<td><strong>Intimidation</strong></td>
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<td><strong>Larceny / Theft</strong></td>
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<td><strong>Destruction of Property</strong></td>
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XI. THEFT PREVENTION AND SAFETY TIPS

Report all criminal activities or suspicious persons to Campus Safety immediately.

Limit your alcohol consumption. Report social functions that are too loud and/or crowded and at the first sign of trouble.

A thief needs only seconds to steal what it takes you hours to earn. Lock your doors when you leave your room, office, etc. Most of the thefts from these areas occur when they are left unlocked. Doors and windows have locks, use them. If they are not in proper working order, report them immediately.

Don’t prop open exterior dormitory doors. This may make your access easier, but it also makes access easier for an unwelcomed visitor. It also compromises the safety of others in the dorm.

Never leave personal belongings unattended: even if you are going to be “right back”. Unguarded articles invite the thief. Wallets, purses, laptops, cellular phones, digital cameras are some items that are commonly reported missing, lost or stolen after the victims have left these items unattended. In the event that the unfortunate happens, it is helpful to have the bill of sale, a complete description of the item(s), brand and model name or number and the serial number.

Bicycles continue to be a target for thieves. Safeguard your bike by using one of several heavy-duty locking mechanisms that are currently on the market.

Campus Safety provides a “Property Identification Form” for students to list all their valuable possessions such as televisions, DVD players, laptops, cellular phones, digital cameras, etc. Important information such as description, brand name, model number and serial numbers are also provided by the student. These forms are kept by the student in a secure location and a copy is filed at the Campus Safety Office.

As much as possible, don’t walk alone. There is safety in numbers. Always walk in well-lit areas. Call Campus Safety for safety escorts 860 439-2222.

Safeguard your personal information such as social security number, student ID number, credit card numbers, etc. Avoid posting too much information on social media.

Automobile Safety

Park in well lighted parking lots, avoid parking near shrubbery, trees, etc. which could conceal potential attacker, robber or burglar.

If you see any suspicious persons loitering around the parking lots on campus, report them immediately to Campus Safety.

When returning to your car, have your keys ready and always take a look inside and under your car before entering it.

Do not leave valuables in plain view. Use your trunk. Always lock your car and leave windows up.