Department of Campus Safety

Annual Security Report and Crime Statistics
2018 Calendar Year

270 Mohegan Avenue
New London, Connecticut 06320

Emergency: internal extension 2222 or 2223
Routine Calls: (860) 439-2222 or internal extension 2222
## Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction: Mission, Purpose, Values &amp; Organization Structure</td>
<td>5-6</td>
</tr>
<tr>
<td>Public Safety Authority and Jurisdiction</td>
<td>5</td>
</tr>
<tr>
<td>- Public Safety Enforcement Authority</td>
<td></td>
</tr>
<tr>
<td>- Public Safety Arrest Authority</td>
<td>5</td>
</tr>
<tr>
<td>- Public Safety Jurisdiction</td>
<td>5</td>
</tr>
<tr>
<td>Responsibilities of the Connecticut College Community for Their Own Personal Safety, and the Safety and Security of Others</td>
<td>6</td>
</tr>
<tr>
<td>Crime/Emergency and College Response</td>
<td>7-8</td>
</tr>
<tr>
<td>Confidential Reporting</td>
<td>8</td>
</tr>
<tr>
<td>Statistical Disclosure of Reported Incidents</td>
<td>8</td>
</tr>
<tr>
<td>Reporting a Crime to Law Enforcement</td>
<td>8</td>
</tr>
<tr>
<td>Off-campus Crime</td>
<td>9</td>
</tr>
<tr>
<td>Security of and Access to Campus Facilities</td>
<td>9</td>
</tr>
<tr>
<td>- Residence Halls</td>
<td></td>
</tr>
<tr>
<td>- Academic and Administrative Buildings</td>
<td>9</td>
</tr>
<tr>
<td>Maintenance of Campus Facilities</td>
<td>9</td>
</tr>
<tr>
<td>Crime Prevention</td>
<td>10</td>
</tr>
<tr>
<td>- Property Identification Program</td>
<td></td>
</tr>
<tr>
<td>- Safety Escorts</td>
<td>10</td>
</tr>
<tr>
<td>Campus Safety Alerts – Notifying the Connecticut College Community about Crimes</td>
<td>10-11</td>
</tr>
<tr>
<td>- Preparation and Dissemination of Timely Warnings</td>
<td>11</td>
</tr>
<tr>
<td>Non-Emergency Campus Safety Bulletin</td>
<td>11-12</td>
</tr>
<tr>
<td>Daily Crime and Fire Log</td>
<td>12</td>
</tr>
<tr>
<td>- Specific Information about Classifying Crime Statistics</td>
<td>13</td>
</tr>
<tr>
<td>Immediate or Emergency Notification, Emergency Response and the Rave Mobile Safety Alert System</td>
<td>13-15</td>
</tr>
<tr>
<td>Campus Evacuation Procedures</td>
<td>15</td>
</tr>
<tr>
<td>- Fire Evacuation Drills/Building Evacuation</td>
<td>16</td>
</tr>
<tr>
<td>Campus Emergency Response Team (CERT)</td>
<td>16</td>
</tr>
<tr>
<td>Alcohol and Illicit Drug Policies</td>
<td>16</td>
</tr>
<tr>
<td>- Violation of Alcohol Policy Classification</td>
<td>16</td>
</tr>
<tr>
<td>- Violation of Illicit Drug Policy Classification</td>
<td>17</td>
</tr>
<tr>
<td>- Campus Safety Enforcement of Alcohol and Other Illicit Drug Policy</td>
<td>17</td>
</tr>
<tr>
<td>- Alcohol and Other Drugs Programs, Resources, and Additional Information</td>
<td>17-18</td>
</tr>
<tr>
<td>- List of Education, Prevention and Intervention Programs</td>
<td>18</td>
</tr>
<tr>
<td>- Employee Assistance Program</td>
<td>18</td>
</tr>
<tr>
<td>- Other Resources</td>
<td>19</td>
</tr>
<tr>
<td>Sexual Misconduct, Intimate Partner Violence, Stalking and Gender Discrimination Policies, Services, Resources and Protocols</td>
<td>19</td>
</tr>
<tr>
<td>- Connecticut College’s Definition of Consent as it Relates to Sexual Activity</td>
<td>19-20</td>
</tr>
<tr>
<td>- Connecticut College’s Definition of Sexual Misconduct and Intimate Partner Violence</td>
<td>20-21</td>
</tr>
<tr>
<td>- Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking</td>
<td>22-23</td>
</tr>
</tbody>
</table>
- Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault, Rape, Stalking, and Intimate Partner Violence
- Jurisdictional Definition of Consent and Affirmative Consent
- Risk Reduction
- Programs to Prevent Sexual Misconduct, Intimate Partner Violence, and Stalking
  - Primary and Ongoing Prevention and Awareness Programs and Campaigns
- Bystander Engagement

**Procedures Students Should Follow if a Crime of Sexual Misconduct, Intimate Partner Violence, or Stalking Occurs**

<table>
<thead>
<tr>
<th><strong>31-32</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>31</strong></td>
</tr>
<tr>
<td><strong>33</strong></td>
</tr>
<tr>
<td><strong>34</strong></td>
</tr>
<tr>
<td><strong>35</strong></td>
</tr>
<tr>
<td><strong>36</strong></td>
</tr>
</tbody>
</table>

- Recommended First Response
- Reporting Incidents of Sexual Misconduct, Intimate Partner Violence, or Stalking - Involvement of Law Enforcement and Campus Authorities
- Federal Timely Warning Obligations

**Procedures Connecticut College will Follow if a Sexual Misconduct, Intimate Partner Violence, or Stalking is Reported to the College**

<table>
<thead>
<tr>
<th><strong>33</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>35</strong></td>
</tr>
<tr>
<td><strong>36</strong></td>
</tr>
</tbody>
</table>

- Support for Students Who Have Experienced Sexual Misconduct, Intimate Partner Violence, or Stalking
- Confidential Support
- Campus Advocates
- No Contact Orders

**Investigations of Sexual Misconduct, Intimate Partner Violence, Stalking or Other Forms of Gender Misconduct Involving Student Respondents**

<table>
<thead>
<tr>
<th><strong>36</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>37</strong></td>
</tr>
</tbody>
</table>

- Interim Measures
- Amnesty

**Support for Students Accused of Sexual Misconduct, Intimate Partner Violence, or Stalking**

<table>
<thead>
<tr>
<th><strong>37</strong></th>
</tr>
</thead>
</table>

**The Title IX Complainant Investigation Process**

<table>
<thead>
<tr>
<th><strong>38</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>39</strong></td>
</tr>
<tr>
<td><strong>40</strong></td>
</tr>
<tr>
<td><strong>41</strong></td>
</tr>
<tr>
<td><strong>42-44</strong></td>
</tr>
<tr>
<td><strong>44</strong></td>
</tr>
<tr>
<td><strong>45</strong></td>
</tr>
<tr>
<td><strong>45-56</strong></td>
</tr>
</tbody>
</table>

- Cross-Complainants
- Retaliation
- Rights of the Complainant and Respondent
- The Preliminary Inquiry
- The Formal Investigative Overview
- Formal Investigation Procedures
- Findings
- The Gender Based Sanctions Panel Meeting
  - Sanctions Panel Composition
  - Procedures
  - Timeline
  - Sanctions

**Staff Procedures**

<table>
<thead>
<tr>
<th><strong>48</strong></th>
</tr>
</thead>
</table>

- Support for Staff Members Who Have Experienced Sexual Misconduct, Intimate Partner Violence, or Stalking
  - Reporting Title IX Policy Violations
  - Title IX Coordinators
<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support for Staff Members Accused of Sexual Misconduct, Intimate</td>
<td>50</td>
</tr>
<tr>
<td>Partner Violence, or Stalking</td>
<td></td>
</tr>
<tr>
<td>o Investigations of Sexual Misconduct, Intimate Partner Violence, and</td>
<td>50</td>
</tr>
<tr>
<td>Stalking Involving Accused Staff Members</td>
<td>50</td>
</tr>
<tr>
<td>o Determining Sanctions for Staff Members Found Responsible</td>
<td></td>
</tr>
<tr>
<td>Faculty Procedures</td>
<td>51</td>
</tr>
<tr>
<td>• Support for Faculty Members Who Have Experienced Sexual Misconduct,</td>
<td>51</td>
</tr>
<tr>
<td>Intimate Partner Violence, or Stalking</td>
<td></td>
</tr>
<tr>
<td>o Reporting Title IX Policy Violations</td>
<td>51</td>
</tr>
<tr>
<td>o Title IX Coordinators</td>
<td>52</td>
</tr>
<tr>
<td>o Support for Faculty Members Accused of Sexual Misconduct,</td>
<td>52</td>
</tr>
<tr>
<td>Intimate Partner Violence, or Stalking</td>
<td></td>
</tr>
<tr>
<td>o Investigations of Sexual Misconduct, Intimate Partner Violence,</td>
<td>53</td>
</tr>
<tr>
<td>or Stalking Involving Accused Faculty Members</td>
<td></td>
</tr>
<tr>
<td>o Determine Sanctions for Faculty Found Responsible</td>
<td>53</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>53-54</td>
</tr>
<tr>
<td>Amending Policies</td>
<td>54</td>
</tr>
<tr>
<td>Sex Offenders Registry</td>
<td>54</td>
</tr>
<tr>
<td>Geography Definitions from The Clery Act</td>
<td>56</td>
</tr>
<tr>
<td>Clery- Designated Crime Definitions</td>
<td>56</td>
</tr>
<tr>
<td>Unfounded Crime Reports</td>
<td>56</td>
</tr>
<tr>
<td>Domestic Violence, Dating Violence, and Stalking additions from the</td>
<td>57</td>
</tr>
<tr>
<td>2014 VAWA Rulemaking Final Consensus Language</td>
<td></td>
</tr>
<tr>
<td>Hate Crimes Definitions</td>
<td>58-59</td>
</tr>
<tr>
<td>• Uniform Crime Reporting (UCR) / National Incident Based Reporting</td>
<td>59-61</td>
</tr>
<tr>
<td>System (NIBRS) Definitions</td>
<td></td>
</tr>
<tr>
<td>Missing Student Policy and Confidential Contact Information</td>
<td>61</td>
</tr>
<tr>
<td>Important Numbers and Websites</td>
<td>62-63</td>
</tr>
<tr>
<td>• On Campus Resources</td>
<td></td>
</tr>
<tr>
<td>• Off Campus Resources</td>
<td>63</td>
</tr>
<tr>
<td>Crime Statistics</td>
<td>64-69</td>
</tr>
</tbody>
</table>
Introduction: Mission, Purpose, Values and Organizational Structure

Connecticut College enrollment is 1877 students. The student body is approximately 62% women and 38% men. For the fall 2018 semester, there were 1670 full-time equivalent (FTE) students at the college, and 94% of those students lived in college-owned, or otherwise controlled housing. Additionally, there were about 1100 employees (faculty and staff combined) at the college.

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

The Department of Campus Safety is under the leadership of the Director of Campus Safety and Emergency Operations, who reports to the Dean of Students. Institutional Clery compliance initiatives are managed by the Director. The Director is also responsible for coordinating the daily patrol and security operations and activities of the Department. The Department is open and staffed 24 hours a day/7 days a week with the Director, fifteen (15) full time Campus safety officers, including supervisors, and one (1) on-call/part time officer. Connecticut College Department of Campus Safety is comprised of non-sworn officers who have no arrest powers. All department personnel undergo a thorough background check before hire. The department enforces all College policies to include state and local laws.

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

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

The Director of Environmental Health is additionally responsible for Life and Fire Safety, OSHA compliance, and environmental health and safety concerns. The Director of Environmental Health and
Safety is additionally responsible for in-service training. The Senior Investigator and Clery Compliance Officer is responsible for coordinating and managing the Clery Act Annual Security Report (ASR) and Annual Fire Safety Report (AFSR) compliance records retention processes as well as conducting investigations, including Title IX, conduct and hazing investigations.

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

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

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

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

Sincerely,

Mary T. Savage
Director of Campus Safety and Emergency Operations.
Crime/Emergency Reporting and College Response

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

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

- Call Campus Safety by dialing (860) 439-2222 or on-campus extension 2222
- Report in person to Campus Safety at the Gate House
- Crimes or emergency situations can be reported to the New London Police or local emergency services by dialing 911
- Sex Offenses and other incidents of sexual or relationship violence can also be reported to
  - The Associate Dean for Equity and Compliance Programs and Title IX Coordinator, by dialing (860) 439-2035 or on-campus extension 2035, or in person at the Unity House
  - The Director of Sexual Violence Prevent and Advocacy, by dialing (860) 449-2219 or on-campus extension 2219 or 24/7
  - The 24/7 Advocate On-Call at (860) 460-91941
- The Office of Human Resources (HR) by dialing (860) 439-2085 or on-campus extension 2085, or in person at the HR office located in Strickland House
- Any Campus Security Authority (CSA), including but not limited to
  - The Office of Student Life (860) 439-2825 or on-campus extension 2825
  - Resident Education and Living Staff (REAL) (860) 439-2834 or on-campus extension 2834
  - Athletics (860) 439-2557 or on-campus extension 2557
- Emergency Phones located throughout campus can also be used to contact Public Safety to report a crime or emergency
- Complete the online reporting forms by using one of the links below:
  - Incident Reporting Form
  - Bias Incident Reporting Form
  - Sexual Misconduct Anonymous Report Form
  - CARE Team Referral Form

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

Response to reports: Campus Safety Dispatchers are available 24 hours a day to answer campus community calls. Campus Safety procedures require an immediate response to emergency calls. Campus safety officers will immediately respond to the scene of the complaint and investigate. Campus Safety is able to summon assistance from emergency responders if deemed necessary and appropriate. In all cases where a student chooses to report crimes to the proper local law enforcement agency, the Department of Campus Safety shall assist the student in making the notification.
Local law enforcement agencies responding to an emergency situation, if called directly by a complainant, are not required to first notify a campus official. However, in general, as a matter of courtesy, they will notify our dispatcher of their response. In such situations, a Campus Safety officer will be dispatched to document all such calls. The college has no control over the investigative and legal process of the investigations that may result when a crime is reported to police.

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

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

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

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

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

Reporting A Crime to Law Enforcement
A person reporting a crime to Campus Safety has the right to report the crime to the New London, Waterford and/or Connecticut State Police by calling 911. Campus safety officers regularly discuss this option with the victim of a crime and will assist the victim with that process.
**Off-Campus Crime**
If the local police Department is contacted about criminal activity off-campus involving Connecticut College students, the police may notify Campus Safety. Students in these cases may be subject to arrest by the local police and subject to the college disciplinary proceedings through the Office of the Associate Dean of Student Life.

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

Residence Halls are accessible to Connecticut College students via proximity cards. Students may access all dorms from 6:00 am to 2:00 am. From 2:00 am to 6:00 am, these proximity cards will only allow student access to the residence hall they live in only. Only students who live in apartment style housing have access to their own apartments.

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

The general public that attend 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 exterior doors remain secure.

Campus gates, except for the main gate, are secured by 10:00 pm and re-opened by 6:00 am. All motor vehicle access to the campus during this time is monitored by Dispatch. 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 a safety and security nature are made promptly. Immediate attention is also given to reports of potential safety and security hazards, such as broken windows and locks.

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

There are twenty-two (22) outdoor blue light emergency phones. There are additional indoor emergency phones strategically placed across the campus such as elevator and refuge areas. These phones are connected directly to the Department of Campus Safety. All residence halls have at least one outside phone that can be used to call the Department of Campus Safety for emergencies.
Crime Prevention
Our efforts to make the campus a safer place to live and learn began long before campus crime became a national issue. We believe that crime prevention is everyone’s responsibility and that education is one of our most effective methods.

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

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

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

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

Property Identification Program – the Department of 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 the Department of Campus Safety for safekeeping. In the even items are stolen, all information is made available for Department of Campus Safety reports as well as the local police.

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

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

**Preparation and Dissemination of Timely Warnings**

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

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

Typically, alerts are not issued for any incidents reported that are older than ten (14) days from the date of occurrence, as such a delay in reporting has not afforded the College an opportunity to react or respond in a timely manner.

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

**Non-Emergency Campus Safety Bulletin**

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

**Daily Crime and Fire Log**

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

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

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

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

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

- A campus police department or a campus security department of an institution
● Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into an institutional property)
● Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses
● An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An **Official** is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

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

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

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


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

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

Connecticut College has a Comprehensive Emergency Management Plan (CEMP) that is regularly reviewed and updated by a campus committee chaired by the Vice President for Finance and Administration. The plan provides detailed information on responding to emergencies of all types. The College is also in regular contact with first responders for the City of New London.
The College's internal CERT includes representatives from all relevant divisions and offices. Team members meet regularly and use training and tabletop simulations to improve their ability to respond to emergencies.

The CEMP addresses procedures for the immediate notification of the campus community upon confirmation of a significant emergency or dangerous situation occurring on or near the campus that involves an immediate threat to the health or safety of students or employees. A threat is imminent when the need for action is instant, overwhelming, and leaves no moment for deliberation. Such situations would include, but are not limited to, a hazardous materials incident requiring shelter-in-place or evacuation, an armed intruder on or near campus, an approaching tornado, or a fire actively raging in a campus building.


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

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

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

In case of an emergency, Campus Safety is notified by dialing (860) 439-2222 or by internal extension 2222 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 New London Police Department (NLPD) and/or New London Fire Department (NLFD), Director of Campus Safety and Emergency Operations, and other departments such as the Office of Residential Education and Living, Office of Student Life and
Facilities Management personnel. Based on the magnitude of the emergency, the Campus Safety Dispatcher will activate the Emergency Notification System to the College community.

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

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

**Campus Evacuation Procedures:**

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

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

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

If an evacuation is announced, drive to the Evacuation Assembly Center broadcast over the local Emergency Alert System radio station. Listen to the station for any changes as you drive. Adhere to the speed limits on the highways.
**Fire/Evacuation Drills**
Unannounced Fire/Evacuation drills are conducted once a semester (twice a year) for Residential Halls and Student Housing and once a year for Academic/Administration buildings. Information for Building/Campus evacuation is publicized in the Department of Environmental Health and Safety Website. Documentation for fire drills are maintained in the Campus Safety office at Nichols House.


**Campus Emergency Response Team (CERT)**
President of the College - Emergency Director
Vice President for Administration – Incident Commander
Director of Campus Safety and Emergency Operations – 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 Facilities Management – Damage Control Officer
Director of Technical Support – Technical Support Coordinator
Campus Safety Supervisors – First Responders

**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 behavior 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 Student Handbook Appendix B. 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.

Violations of the Alcohol Policy may be classified accordingly:

- *Underage alcohol possession and/or use* – Students under the age of 21 may not possess or consume alcohol.
- *Open Container of Alcohol* – Individuals who are 21 or older may not possess an open container of alcohol in any public space or vehicle on/off campus.
- *Drinking Games/Drinking Paraphernalia* - Drinking games, including simulated drinking games such as water pong, promote abuse of alcohol, which can lead to alcohol poisoning. For this reason, drinking games/paraphernalia are prohibited regardless of age. Drinking paraphernalia includes, but is not limited to beer/water pong tables, funnels, and Beirut tables.
- **Providing Alcohol to a Minor** – Individuals twenty-one and older may not provide alcohol to a person under the age of twenty-one.
- **Illegal Keg (more than 5 liters)** – Kegs are not permitted on campus except at college-sponsored functions registered with the events office.
- **Misuse of Alcohol Possession and/or Use** - Negative behaviors occurring on or off campus that result from being under the influence of alcohol/drugs regardless of age are unacceptable.

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.

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

For additional information on Connecticut Statutes, go to: [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.

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

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

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

BASIC: The primary objective of these one-on-one meetings is to assist a student in decreasing risky behaviors and the harmful effects of alcohol. AlcoholEdu for College is an interactive online program designed to reduce the negative consequences of alcohol amongst students. Other campus events and programs include Fresh Check Day (mental health and wellness fair), and Alcohol Screening day for students.

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

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

**List of Education, Prevention and Intervention Programs in 2018**

- Opioid Prevention Project
- CHOICES
- BASIC
- AlcoholEdu for College
- Partnerships with Faculty
- Residence Hall Programs
- Fresh Check Day

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 Appendix B page 178, educational programs and sanctions may be found in the Student Handbook (page 60) and the following links below to the websites:

Employee Handbook (login required):
Student Handbook (login required):
Student Wellness and Alcohol and Drug Education:
Student Health and Counseling Services:

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

- Student Counseling Services     (860) 439-4587
- Student Health Services     (860) 439-2275
- Student Wellness, Alcohol/Other Drugs     (860) 439-2826
- Alcoholics Anonymous     (860) 447-2190
- Narcotics Anonymous     (800) 627-3543

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

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

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


**Sexual Misconduct, Intimate Partner Violence, and Stalking Policies, Services, Resources, and Protocols**

Connecticut College has comprehensive institutional Title IX policies for students, staff and faculty. The policies also provide an overview of resources for support, reporting procedures, and resolution processes. For more information, please review the [Sexual Misconduct and Title IX policies](#) and the [Student Handbook](#).

Connecticut College prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act). Connecticut College issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking.

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

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

What is not consent?

- Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse).
- A current or previous dating relationship is not sufficient to constitute consent. The existence of
consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced.

- Silence, passivity or the absence of resistance alone cannot be taken as consent.
- A person can withdraw consent at any time during sexual activity by expressing in words or actions that he or she no longer wants the act to continue, and, if that happens, the other person must stop immediately.
- A person who is unable to understand what is happening or is disoriented, helpless, asleep or unconscious, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of alcohol or other drugs (or the combination thereof) cannot consent. An individual who engages in sexual activity when that individual knows, or should know (by a reasonable person standard), that the other person is physically or mentally incapacitated has violated this policy. It is not an excuse that the individual responding party of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other.
  - Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because that person lacks the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction). This policy also covers a person whose incapacity results from mental disability and/or involuntary physical restraint.
- The decision to be sexually intimate must be made without coercion (unreasonable pressure for sexual activity). Both partners must be equally free to act.
- A verbal “no” (no matter how indecisive) or resistance (no matter how passive) constitutes a lack of consent. A forced sexual act is considered without consent except in the rare case where force is explicitly consented to.
- A person cannot consent if he or she is under the age of 16 years. In Connecticut, a minor (meaning a person under the age of 16 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 16 years old may be a crime, as well as a violation of this policy, even if the minor wanted to engage in the act.

Connecticut College definitions of Sexual Misconduct, and Intimate Partner Violence

**Sexual misconduct:** 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.

**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.

Dating Violence and Domestic Violence polices are covered under Intimate Partner Violence Policies.

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

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

Complaints may be filed at [http://www2.ed.gov/about/offices/list/ocr/complaintintro.html](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
Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

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

- **Domestic Violence:**
  i. A Felony or misdemeanor crime of violence committed—
     A) By a current or former spouse or intimate partner of the victim;
     B) By a person with whom the victim shares a child in common;
     C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
     D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
     E) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
  ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Crime of Violence:** According to Section 16 of Title 18 of the United States Code, the term “crime of violence” means:
  i. An offense that has as an element of the use, attempted use, or threatened use of physical force against the person or property of another; or
  ii. Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.

- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
  i. The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  ii. For the purposes of this definition—
      A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
      B) Dating violence does not include acts covered under the definition of domestic violence.
  iii. For the purposes of complying with the requirements of this section and §668.41, any
• **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”
  - **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - **Fondling** is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
  - **Incest** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.

• **Stalking:**
  i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
     A) Fear for the person’s safety or the safety of others; or
     B) Suffer substantial emotional distress.
  ii. For the purposes of this definition—
     A) **Course of conduct** means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
     B) **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
     C) **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
  iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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

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

- **Family Violence (Domestic & Dating Violence)** — [Connecticut General Statutes § 46b-38a(1-2)]
  
  An incident resulting in physical harm, bodily injury or assault, or an act of threatened violence that constitutes fear of imminent physical harm, bodily injury or assault, including, but not limited to, stalking or a pattern of threatening, between family or household members. Verbal abuse or argument shall not constitute family violence unless there is present danger and the likelihood that physical violence will occur.

  1. **Family or household member** means any of the following persons, regardless of the age of such person:
     a. Spouses or former spouses;
     b. Parents or their children;
     c. Persons related by blood or marriage;
     d. Persons other than those persons described in a, b, and c presently residing together or who have resided together;
     e. Persons who have a child in common regardless of whether they are or have been married or have lived together at any time;
     f. Persons in, or who have recently been in, a dating relationship.

  2. **Family violence crime** means a crime as defined in section 53a-24, other than a delinquent act as defined in section 46b-120, which, in addition to its other elements, contains as an element thereof an act of family violence to a family or household member. Family violence crime does not include acts by parents or guardians disciplining minor children unless such acts constitute abuse.

  3. **Institutions and services** means peace officers, service providers, mandated reporters of abuse, agencies and departments that provide services to victims and families and services designed to assist victims and families.

- **Sexual Assault** — [Connecticut General Statutes § 53a-70 through 53a-73a]
  
  A person commits sexual assault in the first degree when such person:

  1. Compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person (if the victim is under 16 this is a class A felony subject to a sentencing enhancement);

  2. Engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person (class A felony subject to a sentencing enhancement);

  3. Commits sexual assault in the second degree (§ 53a-71) and in the commission of such offense is aided by two or more other persons actually present; or

  4. Engages in sexual intercourse with another and such other person is mentally incapacitated to the extent that such other person is unable to consent to such intercourse.
• **Rape**- is defined as sexual intercourse against the will of the victim that can occur under a variety of circumstances, including:
  o [Example: Where the victim is prevented from resisting due to alcohol or drugs.
  o Where the assailant uses physical force or the threat of force to overpower and control the victim.
  o Where the victim fears that s/he or another will be injured if the victim does not submit.
  o Where the victim is at the time unconscious of the nature of the act, and this is known to the assailant.
  o 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.
  o 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.
  o Where the assailant uses duress, such as a direct or implied threat of hardship or retribution, to coerce the victim.
  o Where the assailant uses force, fear, or threats to accomplish sexual intercourse against the will of the spouse. This provision of the law is known as the “spousal rape law.”]

• **Stalking**- Connecticut General Statutes § 53a-181c to 181e
  Stalking in 1st degree (53a-181c): Commission of stalking in the 2nd degree and (1) has been previously convicted of this section or 53a-181d or (2) such conduct violates a court order in effect at the time of the offense or (3) person is under 16 Stalking in the 2nd degree (53a-181d): When, with intent to cause another person to fear for his physical safety, he willfully and repeatedly follows or lies in wait for the person and causes that person to reasonably fear for physical safety. Stalking in the 3rd degree (53a-181e): When recklessly causes another person to reasonably fear for physical safety by willfully and repeatedly following or lying in wait for such person.

• **Intimate partner violence**- Connecticut General Statutes, §10a-55m
  means any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a, stalking under section 53a-181c, 53a-181d or 53a-181e, or family violence as designated under section 46b-38h.

**Sexual Consent is defined in Connecticut General Statutes, §10a-55m.**
A child under 16 years of age is unable to consent to sexual intercourse when the other person is more than 2 years older than him or her. However, sexual contact with someone less than 15 years of age is illegal regardless of the age of the defendant.

**Connecticut State Law - Public Act 16-106**
Institutions of higher education in the State of Connecticut are required by statute to employ the “Affirmative Consent” standard in context of University policies on sexual assault and intimate partner
violence. Affirmative consent means an active, clear, and voluntary agreement by a person to engage in sexual activity with another person.

**Affirmative Consent** is:

A) Affirmative consent is the standard used in determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity,

(B) Affirmative consent may be revoked at any time during the sexual activity by any person engaged in the sexual activity,

(C) It is the responsibility of each person to ensure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in sexual activity and that the affirmative consent is sustained throughout the sexual activity,

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

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

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

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

**Risk Reduction:**

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

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

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

Risk Reduction
• If you have limits, make them known as early possible.
• Say “No” clearly and firmly.
• Try to remove yourself from the physical presence of an individual making you comfortable.
• Find someone nearby and ask for help.
• Take affirmative responsibility for your alcohol and/or drug use and acknowledge such use can lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.
• Take care of your friends and ask them to take care of you. Respect a friend when they challenge you about making a possible mistake.

Programs to Prevent Sexual Misconduct, Intimate Partner Violence, and Stalking

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

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

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

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 Rachel Stewart at Rstewart1@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 Programming: We also offer the following student programs in the residence halls:

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

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

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

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

List of Programs in 2018

- New Student Orientation: in August 2018, new students participated in a mandatory workshop on college policies and resources, and a mandatory Speak About It performance about sexual assault, consent, and bystander intervention
- Student Staff Training: August 2018, residence life student paraprofessional staff participated in a mandatory workshop on college policies, procedures, and bystander intervention

February 2018 Green Dot Week

- Green Dot Ice Hockey Game February 3
  - Annual themed Hockey game to bring awareness of Green Dot principles of bystander intervention and encourage students to sign up for training
- Green Dot Dinner February 5
  - Annual dinner to raise awareness of Green Dot principles of bystander intervention, featuring trivia and activities
- Green Dot Bingo February 8
  - Themed bingo night with questions about sexual assault awareness and Green Dot principles
- Green Dot Bystander Intervention Training for Students February 16
  - Voluntary 6-hour training attended by 34 students
April 2018 Sexual Assault Awareness Month
- “Rock the Dot” Green Dot-themed A Capella Concert
- Sexual Assault Speak Out April 17, 2018
  - Annual SAAM speak out in the campus coffee shop. Students shared personal poetry, read some of their favorite famous writings and shared their own stories.
- New Student Orientation August 2018
  - New students participated in a mandatory workshop on college policies and resources, and a mandatory Speak About It performance about sexual assault, consent, and bystander intervention.
- Student Staff Training August 2018
  - Residence life student paraprofessional staff participated in a mandatory workshop on college policies, procedures, and bystander intervention.
- Coffee and Conversation Event September 25
  - Discussion-based event introduced the campus to the new Title IX Coordinator and OSVPA Interns

October 2018 Domestic Violence Awareness Month
- These Hands Don’t Hurt October 3
- Fresh Check Day October 5
  - Partnered with Student Counseling Services, Student Health Services, Student Engagement & Leadership Education, Student Wellness/AOD Education and Residential Education & Living to host Fresh Check. The OSVPA sponsored the “Love is Louder Than” table
- Green Dot FYS Module
  - 1-hour Green Dot Overview talk given to three First Year Seminar Classes, approximately 40 students total
- Purple Ice Night October 18
  - Themed ice skate night to bring awareness of Domestic Violence
- Campus Green Out and Green Dot Volleyball Game October 23
  - Themed volleyball game to bring awareness of Green Dot principles
- Green Dot Bystander Intervention Training for Students Nov 4
  - Voluntary 6-hour training attended by 31 students
- Kisses with Consent Activity Dec 6
  - Student-led tabling activity to raise awareness of asking for consent
- Let’s Talk Title IX Dec 7
  - Conversation-based event to discuss recent changes in Federal Title IX Guidance

Types of Prevention and Campaign Awareness Programs
New posters created to clarify the differences between the Title IX Coordinator, Campus Advocates, and other campus resources as well as provide information on reporting.

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<thead>
<tr>
<th>Prevention and Awareness Programs</th>
<th>Students</th>
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<td><strong>February 2018</strong></td>
<td>Green Dot Training</td>
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<td>Date</td>
<td>Event Description</td>
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<td>February 2018</td>
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<td>Rock the Dot</td>
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<td>October 2018</td>
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<td>Let’s Talk Title IX</td>
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**Procedures Students Should Follow if a Crime of Sexual Misconduct, Intimate Partner Violence, or Stalking Occurs**

**Recommended First Response**

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, they are subject to action in accordance with the Sexual Misconduct Policy in the student. A student wishing to officially report such an incident may do so by contacting the Office of Student Life, Office of Sexual Violence Prevention and Advocacy and 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, intimate partner violence, or stalking some or all of these safety suggestions may guide you after an incident has occurred:

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

2. Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.
3. If you are on campus during regular business hours, you may go to Student Counseling Services in Warnshuis building at 860 439-2692, as well as to Rachel Stewart in Crozier Williams at 860 439-2219 for support and guidance. These are both confidential resources. After regular business hours, or in any situation where a victim wishes, local resources are also available and may be able to provide confidential assistance:

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

4. For your safety and well-being, immediate medical attention is encouraged. Victims may seek medical care at Student Health Services or Yale New Haven Health Lawrence and Memorial (L&M) Emergency Room (365 Montauk Avenue, New London). The hospital will arrange for a specific medical examination at no charge or can work with you to arrange state reimbursement.

- Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. Physical evidence of a criminal sexual assault must be collected within 120 hours. To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.

- Typically, if the police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundred clothing, and any other pertinent articles that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean paper bag or clean sheet to avoid contamination.

- If you have physical injuries, photograph or have them photographed, with a date stamp on the photo.
- Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.
- Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.
- If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify the Director of Campus Safety and Emergency Operations at (860) 439-2251 or call the Dispatch Center at (860) 439-2222 or the campus Title IX Coordinator at (860) 439-2035 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
6. Contact the Office of the Dean of Student Life at (860) 439-2825 or the Title IX Coordinator (860) 439-2035 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 members of the campus community who wish to obtain protective or restraining orders from local authorities. The College is able to offer reasonable academic supports, changes to living arrangements, transportation resources or modifications, escorts, no contact orders, counseling services access, and other supports and resources as needed by a victim. The College is able to offer information about legal assistance, visa/immigration assistance, and student financial aid considerations for victims.

**Reporting Incidents of Sexual Misconduct, Intimate Partner Violence, and Stalking**

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

The Police Department can also assist students 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 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 Title IX Coordinator in addition to reporting to the police.

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

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

**Reporting Incidents Sexual Misconduct, Intimate Partner Violence, and Stalking on Campus:**
If you have been the victim of domestic violence, dating violence, intimate partner violence, sexual assault, stalking, or other gender-based discrimination you should report the incident promptly to one of Title IX Coordinators, listed below or the Department of Campus Safety. Reports of all domestic violence, dating violence, sexual assault, and stalking made to Department of Campus Safety will automatically be referred to the Title IX Coordinator for review. The Title IX Coordinator is not a confidential reporting entity and is required to report criminal incidents to the Department of Campus Safety.
Title IX Coordinators:

- Ebony Manning, Associate Dean for Equity and Compliance Programs, Title IX Coordinator, (860) 439-2035, email: emanning@conncoll.edu or titleIX@conncoll.edu
- Eva Kovach, Adjunct Professor, Women’s Rowing Coach, Deputy Title IX Coordinator, (860) 439-2557, email: edkov@conncoll.edu
- Cheryl Miller, Assistant Vice President for Human Resources and Professional Development and Deputy Title IX Coordinator, Human Resources, (860) 439-2085, email cmiller5@conncoll.edu

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

The College reserves the right to take whatever measures it deems necessary in response to complaints of sexual misconduct, sexual assault, dating violence, domestic violence, intimate partner violence, stalking, or other gender-based discrimination in order to protect the rights and personal safety of the members of the campus community. Such measures include, but are not limited to, modification of living arrangements and class schedules, summary removal from campus pending an investigation, restricting/prohibiting contact with person(s) on campus, transportation assistance, reporting to the local police, and pursuing an investigation without the participation of the complainant. The College has the responsibility to consider the concerns and rights of both the complainant and the respondent.

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

Federal Timely Warning Obligations: 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.

Procedures Connecticut College will follow if a Sexual Misconduct, Intimate Partner Violence, or Stalking is reported to the College.

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

**Support for Students Who Have Experienced Sexual Misconduct, Intimate Partner Violence, Stalking**

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

**Confidential Support**

The following offices can assist with the emotional and physical healing process. These college professionals can also help decide 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.

- Campus Advocate (See below)
- Student Counseling Services (860-439-4587)
- Student Health Services (860-439-2275)
- College Chaplain (860-439-2450)

When an individual comes to one of these people for support and advice, the information may remain confidential and does not constitute an 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.

**Campus Advocates**

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

- Rachel Stewart, Director of Sexual Violence Prevention and Advocacy (860-439-2219/Cro 222)
- Erin Duran, Director of Gender and Sexuality Programs (860-439-2238/LGBTQIA Center)
- Truth Hunter, Director of Race and Ethnicity Programs (860-439-5436/Unity House)
- Angela Nzegwu, Director of Religious and Spiritual Programs (860-439-2450/Harkness Chapel)

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

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

No Contact Orders:
Students may also consider requesting a campus no-contact order from Senior Associate Dean of Student Life. The Director of Sexual Violence Prevention and Advocacy can discuss this process with students. With a no-contact order in effect, a student is instructed not to engage in either direct or indirect contact with the complainant(s) and witnesses. Methods of contact include verbal exchange, telephone, email, letter, and communication via another party on the student’s behalf.

Investigations of Sexual Misconduct, Intimate Partner Violence, or Stalking 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.

Interim Measures:
Interim protective measures available to the victim following an allegation of dating violence, domestic violence, sexual assault or stalking 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 their designee to re-evaluate the student’s ability to return to the residence hall. Loss of housing may result in notification of the student’s 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.

**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 page 62-63 of the [Student Handbook](#).

**Support for Students Accused of Sexual Misconduct, Intimate Partner Violence, or Stalking**
If a complaint has been filed alleging misconduct by a student that person 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 a support person of their choosing to guide and accompany them throughout the campus resolution process. The individual is entitled to be accompanied by a support person in all meetings and interviews at which the individual is present.

All support persons are subject to the same campus rules whether or not they are attorneys. A support person may not address campus officials in a meeting, interview, or other process unless invited to participate. A support person may confer quietly with their advisees as long as the process is not disrupted. If a support person becomes disruptive in meetings or at any point in the process, the support person will be removed from the process. The Title IX Coordinator (or designee) will determine whether or not the support person may be reinstated, replaced, or whether the right to a support person 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 Gender Based Misconduct 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.

**Title IX Complainant Investigation Process**
This complaint investigation process (also found in the Student Conduct Process Section) addresses alleged violations of:
The Title IX Coordinator is responsible for initiating the complaint investigation process and 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.

The complainant and respondent may be accompanied by a support person of their choosing to guide and accompany the individual throughout the campus resolution process. The student is entitled to be accompanied by a support person in all meetings and interviews at which the individual is present.

All support persons are subject to the same campus rules whether or not they are attorneys. A support person may not address campus officials in a meeting, interview, or other process unless invited to participate. A support person may confer quietly with their student as long as the process is not disrupted. If a support person becomes disruptive in meetings or at any point in the process, the support person will be removed from the process. The Title IX Coordinator (or designee) will determine whether or not the support person may be reinstated, replaced, or whether the right to a support person has been forfeited for the remainder of the process. Specific guidelines for support persons may be found on pages 134-136 of the student handbook.

Cross-Complaints: Once a complaint has been initiated, the respondent will have the opportunity to respond to the complaint and/or file a non-retaliatory cross-complaint. The original reporting party will be notified in writing of the cross-complaint and will have the opportunity to respond in the same manner as respondents in any Gender Based Misconduct case.

In cases where complaints are filed by the parties against one another (e.g. two or more complaints are reported pertaining to the same or related sets of facts and circumstances), the Title IX Coordinator may determine that the cases should be simultaneously investigated by the same investigator(s). In that circumstance, the Title IX Coordinator will issue all appropriate notices for each complaint filed, update the parties on the status of each complaint as appropriate under this policy, and ensure that the parties are presented the opportunity to present witnesses and evidence pertaining to any complaint that proceeds past the preliminary inquiry.

When the investigators complete the investigation, they will prepare a final written report, which will include findings. When there is a finding of responsibility for a gender-based misconduct policy violation in cases involving students, the sanctions panel will have for its review the initial complaint, the respondent’s response, and any cross-complaints. Similarly, in cases involving faculty or staff, the
appropriate adjudication procedures will be followed and will include a review of initial complaints, responses, and cross-complaints.

Any complaint or cross-complaint that is deemed by the Title IX Coordinator and/or the investigator(s) to have been filed in bad faith or frivolously will be considered retaliation against the Complainant who filed the original complaint, will become a separate violation of the Connecticut College policy, and will subject the respondent to potential sanctions. (Please see the Retaliation Policy on page 27 in the student handbook.

**Retaliation** is an adverse action taken by an accused individual or by a third party against any person because that person has filed a complaint, testified, assisted, or participated in any manner in an investigation or proceeding. This includes action taken against a bystander who intervened to stop or attempted to stop discrimination, bias, harassment, sexual misconduct or gender-based misconduct (Title IX). Retaliation includes intimidating, threatening, coercing, or in any way discriminating against an individual because of the individual's complaint or participation. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances. 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.

**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 Associate Dean for Equity and Compliance Program at least 24 hours in advance of the first interview meeting. The Associate Dean for Equity and Compliance Program 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.

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.

**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. 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.

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 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 gender-based misconduct related violations to the dean’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 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 Gender-Based Misconduct 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), Title IX Coordinator, the Senior Associate Dean of Student Life, or the Sanctions Panel.

Formal Investigation Procedures
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):

1. 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.
   a. 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.
   b. 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.
2. 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.

3. 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.

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

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

6. Complete the investigation promptly by analyzing all available evidence without unreasonable deviation from the intended timeline;
   a. 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.
   b. Demonstration of pattern, repeated, and/or predatory behavior by the responding student, will be relevant to the finding.

7. The investigator(s) will compile a preliminary report for the complainant, respondent, and the Title IX Coordinator, to review.
   a. The Title IX Coordinator, may redact information that is irrelevant, an unwarranted invasion of privacy, or immaterial.
   b. 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.
   c. 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).
   d. 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.
   e. The complainant and respondent have an opportunity to submit to the investigator(s) a written response to the report (including any additional questions) 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.

8. 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 or questions 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.

   a. The investigator(s) will notify the Title IX Coordinator, of the findings.
   b. 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.
   c. After meeting with the complainant and the respondent, the investigator(s) will submit the final report to the Title IX Coordinator,

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 reopen the investigation. This decision will be made within 3 business days of the investigation being closed. The decision to reopen 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 reopened, 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 page 163 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 Gender Based Misconduct Sanctions Panel to determine the appropriate sanction(s).

   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.

The Gender Based 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 non-consensual 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 with 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 their support person if they choose 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 notify the complainant, respondent, and Title IX Coordinator, of any changes to the panel composition.

2. The Chair will facilitate the meeting with the panel members. 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 and respondent.
   a. 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 and the panel may be present for the deliberation. Sanctions will be determined by a majority vote. Pertinent records of previous disciplinary action may be used in determining an appropriate sanction. The panel may consult as needed with the Associate Dean for Equity and Compliance Programs and/or investigator(s).

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 page163 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.

Sanctions
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.

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

● a student poses a legitimate safety concern or is a threat to the health and/or safety of any members of the College community;
● a student poses a threat of disruption or interference with the normal operations of the College.
● a student violates the college’s policy on serious crimes (see page 16 of the student handbook)

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

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

The Dean of Students will make a decision within two business days of receiving the request for review. The interim status is in effect pending the outcome of the review process and the student is expected to be in compliance with the interim terms imposed.
Faculty and 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 Yale New Haven Lawrence and Memorial (L&M) Emergency Room (365 Montauk Avenue, New London).

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

- The Sexual Assault Nurse Examiner (a specially trained nurse) at L&M is on call 24 hours a day, 7 days a week.
- A Rape Crisis Counselor from the Sexual Assault Crisis Center of Eastern CT can also meet an individual at L & M Hospital - the 24-hour State Hotline can be reached at 888-999-5545.
- A campus advocate is generally available 24 hours/7 days a week (during the academic year) through the College on-call system and may be reached by calling 860-460-9194.

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

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

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

Reporting Title IX Policy Violations

If any member of the Connecticut College community experiences stalking, intimate partner violence, or sexual misconduct (including sexual assault, sexual harassment, sexual exploitation, and non-consensual sexual contact) or knows that someone else had any of these experiences, that person is encouraged to file a report. Reports can be made by contacting one of the Title IX Coordinators listed below, or on CamelWeb, where there are two optional forms.
Title IX Coordinators:
- Ebony Manning, Associate Dean for Equity and Compliance Programs, Title IX Coordinator, (860) 439-2035, email: emanning@conncoll.edu or titleIX@conncoll.edu
- Eva Kovach, Adjunct Professor, Women’s Rowing Coach, Deputy Title IX Coordinator, (860) 439-2557, email: edkov@conncoll.edu
- Cheryl Miller, Assistant Vice President for Human Resources and Professional Development and Deputy Title IX Coordinator, Human Resources, (860) 439-2085, email cmiller5@conncoll.edu

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

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

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

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

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

Support for Staff Members Accused of Sexual Misconduct, 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.

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

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

Support for Faculty Members 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 Yale New Haven Lawrence and Memorial (L&M) Emergency Room (365 Montauk Avenue, New London).

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

- The Sexual Assault Nurse Examiner (a specially trained nurse) at L&M is on call 2 hours a day, 7 days a week.
- A Rape Crisis Counselor from the Sexual Assault Crisis Center of Eastern CT can also meet an individual at L & M Hospital - the 24-hour State Hotline can be reached at 888-999-5545.
- A campus advocate is generally available 24 hours/7 days a week (during the academic year) through the College on-call system and may be reached by calling 860-460-9194.

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 Jeff Cole, Dean of the Faculty; Anne Bernhard, the Associate Dean of the Faculty or to Ebony Manning, the Title IX Coordinator. The person receiving the report will in turn notify the Dean of the Faculty. The Dean of the Faculty will notify the Title IX Coordinator and initiate an investigation.
For the purposes of Title IX, sexual assault and rape are considered forms of sexual harassment, defined under College policy as sexual misconduct; these actions oblige the College to respond to reported incidents. Once an institution has received notice of a possible Title IX Policy violation, the US Department of Education Office for Civil Rights requires it to take immediate and appropriate steps to investigate what occurred, and if a violation is found, to take prompt and effective action to end the harassment, to remedy the effects and prevent reoccurrence. This course of action is the institution’s responsibility whether or not the student who was harassed makes a formal complaint or otherwise asks the school to take action. Students have a right to file a complaint with the Office for Civil Rights and/or the EEOC concerning alleged failures by the College to comply with the requirements of Title IX. Complaints may be filed with the Office for Civil Rights at http://www2.ed.gov/about/offices/list/ocr/complaintintro.html or the EEOC at http://www.eeoc.gov/employees/charge.cfm

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

Title IX Coordinators:
- Ebony Manning, Associate Dean for Equity and Compliance Programs, Title IX Coordinator, (860) 439-2035, email: emanning@conncoll.edu or titleIX@conncoll.edu
- Eva Kovach, Adjunct Professor, Women’s Rowing Coach, Deputy Title IX Coordinator, (860) 439-2557, email: edkov@conncoll.edu
- Cheryl Miller, Assistant Vice President for Human Resources and Professional Development and Deputy Title IX Coordinator, Human Resources, (860) 439-2085, email cmiller5@conncoll.edu

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

Support for Faculty Members Accused of Sexual Misconduct, 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 an advisor in all meetings and interviews at which the responding individual is present.

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

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

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

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

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

Sexual harassment creates a hostile environment, and may be disciplined when it is sufficiently severe or pervasive that it unreasonably interferes with, denies or limits someone’s ability to participate in or benefit from the College’s educational program and or activities or to perform one’s job. This interference is based on power differentials (quid pro quo); the creation of an intimidating, hostile or offensive environment or retaliation.
Quid Pro Quo Harassment. When a member of the community uses his or her position of authority to pressure or cause a student, staff member, or faculty member to submit to unwelcome sexual attention, the College’s ability to carry out its mission is undermined. In such situations, sexual harassment exploits unfairly the power inherent in a community member’s position. Through grades, wage increases, recommendations for graduate study, promotion and the like, a member of the community with more authority can have a decisive influence on a student’s or subordinate’s career at the College and beyond.

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

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

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

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

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

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


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

**Geography Definitions from the Clery Act:**

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

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

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

**On-campus Student Housing Facility defined as:** Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This category is considered a subset of the On-Campus category.
Reasonably Contiguous is defined in the 2016 Handbook for Campus Safety and Security Reporting as follows: Refers to a building or property an institution owns or controls that is in a location that students consider to be and treat as part of the ‘campus.’ Generally speaking, it is reasonable to consider locations within one mile from the core or main campus border to be reasonable contiguous with the

Clery-Designated Crime Definitions

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

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

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

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

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

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

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

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

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

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

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

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

- by a current or former spouse or intimate partner of the victim;
- by a person with whom the victim shares a child in common;
- by a person who is cohabitating with, or has cohabitated with, the victim as a spouse of intimate partner;
- by a person similarly situation to a spouse of the victim under the domestic or family violence laws the jurisdiction in which the crime of violence occurred; or
- by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

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

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

- Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object or oral penetration by a sex organ of another person, without the consent of the victim.
• **Fondling**: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

• **Incest**: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

• **Statutory Rape**: Sexual intercourse with a person who is under the statutory age of consent.

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

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

For the purposes of this definition:

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

- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim

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

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

- **Simple Assault**: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bone, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

- ** Destruction / Damage / Vandalism of Property**: To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control over it.

- **Larceny / Theft**: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another person.

- **Intimidation**: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to physical attack.

These new reporting categories are only reported if motivated by bias as determined by one of the designated bias categories. The types of bias categories include: race, gender, religion, sexual orientation, ethnicity, national origin, gender identity, and disability.
- **Race:** A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics.
- **Religion:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- **Sexual Orientation:** A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.
- **Gender:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.
- **Gender Identity:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.
- **Ethnicity:** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- **National Origin:** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital, or acquired by heredity, accident, injury, advanced age or illness.

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

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

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

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

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

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

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

B. **Manslaughter by negligence**: the killing of another person through gross negligence. Traffic fatalities are excluded.

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

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

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

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

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

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

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

The Part II Offenses are:

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

**Vandalism** – To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law. Attempts are included.
**Sex offenses** (except forcible rape, prostitution, and commercialized vice) — Statutory rape, offenses against chastity, common decency, morals, and the like. Includes the offense of Fondling. Attempts are included.

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

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

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging, and operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned.

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

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

If the missing person is under the age of 18 and is not an emancipated individual, the Department of Campus Safety will notify the student’s custodial parent or legal guardian, the missing person contact, and the local law enforcement with jurisdiction immediately after it has determined that the student has been missing for more than 24 hours, in addition to notifying any additional contact person designated by the student.
The College will implement these procedures in less than 24 hours if circumstances warrant a faster implementation.

Important Numbers and Websites

**Title IX Coordinators:**
- Ebony Manning, Associate Dean for Equity and Compliance Programs, Title IX Coordinator, (860) 439-2035 email: emanning@conncoll.edu or titleIX@conncoll.edu
- Eva Kovach, Adjunct Professor, Women’s Rowing Coach, Deputy Title IX Coordinator, (8600 439-2557 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, (860) 439-2825 or internal ext. 2825
- Victor Arcelus, Dean of Students,
- Sarah Cardwell, Senior Associate Dean of Student Life

Office of Residential Education and Living, (860) 439-2834 or internal ext. 2834
- Sarah Rothenberger, Assistant Dean of Residential Education and Living
- Lil Carrasquillo-Vasquez, Assistant Director of Residential Education and Living – (860) 439-5404 or internal ext. 5404
- Kayla Brown, Assistant Director South Campus – (860) 439-5404 or internal ext. 5404
- Caitlin Kay, Assistant Director North Campus– (860) 439-5298 or internal ext. 5298

Student Wellness and AOD Education (860) 439-2826 or internal ext. 2826
- CC Curtiss, Director
  - Links to other helpful websites:
    - Alcoholics Anonymous
    - Narcotics Anonymous
    - Al-anon & Al-ateen

Director of Sexual Violence Education and Advocacy, *(Think S.A.F.E. Project)*
- Rachel Stewart, 860 439-2219 or internal ext. 2219
  24/7 Advocate On-Call, (860) 460-9194

Student Counseling Services (860) 439-2692 or internal ext. 2692
https://www.conncoll.edu/campus-life/health-and-counseling-services/student-counseling-services/
- Dr. Janet Spoltore, Director

Student Health Services (860) 439-2275 or internal ext. 2275
https://www.conncoll.edu/campus-life/health-and-counseling-services/student-health-services/
Student Engagement and Leadership Education (860) 439-2834 or internal ext. 2834
- Geoff Norbert, Assistant Dean of Student Engagement and Leadership Education
- Jeannette Williams, Associate Director
- Anthony Turon, Assistant Director New Student Engagement and Programing

Department of Campus Safety
http://www.conncoll.edu/campus-life/campus-safety/
- Mary Savage, Director of Campus and Emergency Operations, (860) 439-2251 or ext. 2251
- Campus Safety Dispatch Center, for routine calls, (860) 439-2222 or internal ext. 2222

Off Campus Resources:
- Sexual Assault Crisis Center of Eastern CT 24 Hour Hotline: (888) 999-5545
- Lawrence and Memorial Hospital (860) 442-0711 (ask for the Emergency Room)
- New London Police Department Emergencies 911 Non-Emergencies (860) 447-5269
- RAINN (800) 656-HOPE
- Alcoholics Anonymous (860) 447-2190
- Narcotics Anonymous (800) 627-3543

AA meetings on campus are posted in the Student Health and Counseling Services Offices.
A complete list of off-campus resources is provided to students by Student Health Services and
Student Counseling Services upon request.
Employee Assistance Program (EAP): (800) 225-2527 or (800) 252-4555
Crime Statistics

Note:
In the past three calendar years, there were no crimes reported that were investigated by local law enforcement agencies to be unfounded. There were no crimes reported at any non-campus locations. However, there was two alcohol referrals at an off-campus site during a college event. Connecticut college does not have separate campuses.

<table>
<thead>
<tr>
<th>CRIME STATISTICS TABLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESIDENCE HALLS AND STUDENT HOUSING CRIME STATISTICS</td>
</tr>
<tr>
<td>CALENDAR YEAR-</td>
</tr>
<tr>
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</tr>
<tr>
<td>Negligent Manslaughter</td>
</tr>
<tr>
<td>Rape</td>
</tr>
<tr>
<td>Fondling</td>
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<tr>
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<tr>
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<tr>
<td>Robbery</td>
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<tr>
<td>Aggravated Assault</td>
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<th>LIQUOR, DRUG AND WEAPONS LAW VIOLATIONS</th>
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<tr>
<td>Liquor Law Violations - Arrests</td>
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### CRIME STATISTICS TABLES

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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### VAWA CRIME STATISTICS

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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### LIQUOR, DRUG AND WEAPONS LAW VIOLATIONS

TOTAL OF ON CAMPUS PROPERTY WITHIN THE SAME REASONABLY CONTIGUOUS AREA OF INSTITUTION AND RESIDENCE HALLS AND STUDENT HOUSING STATISTICS

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## HATE CRIMES IN RESIDENCE HALLS AND STUDENT HOUSING

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