SEXUAL VIOLENCE
Policies, Procedures, Resources, Prevention and Education

November 13, 2013
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These materials were compiled in this format specifically for the General Assembly’s Higher Education and Public Safety Committees’ November 13, 2013 Informational Public Hearing. This compilation is intended to assist the legislative committees in their review of UConn’s compliance with the specific requirements of Public Act 12-78 and to provide additional information about the University’s sexual violence policies, procedures, resources, prevention and education efforts more broadly.

These materials, and others, are available to students, faculty and staff in a variety of ways including online access for most. The organization of these materials online is designed to be user-friendly and to recognize that a victim may start a search for resources in a variety of different ways. Accordingly, the format of the materials in this binder does not reflect the way they are presented to the UConn community but instead supports the purposes of the hearing.

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http://www.sexualviolence.uconn.edu
University Policies and Procedures on Sexual Violence

The University of Connecticut does not tolerate sex discrimination, sexual harassment or sexual violence of any kind. The University of Connecticut is committed to creating and maintaining a campus environment free of all forms of sexual violence, harassment, exploitation, or intimidation. All reports of sexual assault are taken with the utmost seriousness, and the individuals involved will be referred to the appropriate persons for assistance. Victims of sexual assault can expect to receive information regarding available resources.

Each of the offices responding to reports of sexual assault on campus provides information about on and off-campus resources to victims. As is stated in the University’s Sexual Assault Response Policy and sexual violence website, the University encourages victims to directly self-report a sexual assault to the Police, the Title IX Coordinator, Community Standards or the Office of Diversity and Equity. A victim who directly reports a sexual assault has the opportunity to be in control of the situation and may feel a greater sense of empowerment. Direct reporting also can be important for the safety of the entire University community. Victims have the right to report assault to campus authorities without further participation in the process. A victim can choose to initiate action through law enforcement and/or the University’s disciplinary processes.

To ensure compliance with Title IX and other federal and state civil rights laws, the University has designated Elizabeth Conklin as the University's Title IX Coordinator. For more information regarding sexual violence and sexual assault, please see the University’s website regarding sexual violence: www.sexualviolence.uconn.edu. Any person with questions or concerns about the applicable University policies or who believes that he or she has been the victim of sex discrimination, sexual harassment, or sexual violence is encouraged to contact the University's Title IX Coordinator, who works in close collaboration with on and off-campus offices that respond to incidents of sexual violence.

The Office of Community Standards handles matters of student behavior that may violate the Student Code. The Office of Community Standards' Sexual Assault Page contains detailed information regarding the on-campus process for addressing complaints of sexual misconduct alleged to have been perpetrated by students. The Student Conduct Code describes the process for handling complaints of alleged student misconduct.

Pursuant to the University’s Sexual Assault Response Policy, all employees who witness or receive a report of a sexual assault must report the incident to the Title IX Coordinator/Office of Diversity and Equity or the Office of Community Standards. These offices are required under the Clery Act to provide information regarding sexual assault reports received to the UConn Police Department. Similarly, all Resident Assistants (RA’s) are also required to forward all reports of sexual violence to the UConn Police. Therefore, all reports of sexual assault known to University employees or RA’s are also reported to the UConn Police.
Some of the many resources and programs at UConn include:

- University’s Sexual Violence Webpage (filled with many resources and links to policies, procedures, and education efforts): [http://sexualviolence.uconn.edu/](http://sexualviolence.uconn.edu/)

- On and off-campus resources for sexual assault victims, part of a coordinated response team approach: [http://sexualviolence.uconn.edu/resources/resources1.html](http://sexualviolence.uconn.edu/resources/resources1.html)


- University’s Sexual Assault Response Policy (approved January 2012): [http://policy.uconn.edu/?p=2139](http://policy.uconn.edu/?p=2139)


- An Array of Education and Training Initiatives, selected initiatives available online: [http://sexualviolence.uconn.edu/takeaction.html](http://sexualviolence.uconn.edu/takeaction.html)

- UConn Police Rape Aggression Defense Course: [www.police.uconn.edu/UCRAD_CSP.php](http://www.police.uconn.edu/UCRAD_CSP.php)

- Mandated training for all incoming students and permanent employees on sexual harassment and sexual violence.
TAB 2
Campus Information
Founded: 1881
Main Campus: Storrs
5 Regional Campuses:
  - Avery Point, Greater Hartford, Stamford, Torrington, Waterbury
School of Law and Graduate Business Learning Center: Hartford
School of Social Work: Greater Hartford Campus
Health Center: Farmington
(Schools of Medicine & Dental Medicine, graduate programs,
medical & dental clinics & John Dempsey Hospital)
Land Grant & Sea Grant college, Space Grant consortium institution
Storrs & Regionals: 4,083 acres; Health Center: 209 acres

UCONN 2000
As of October 2013:
- 110 projects totaling $2.3 billion in bonds have been authorized
- $2.1 billion in construction-related contracts issued from all fund sources
- 63% of funds to Connecticut contractors
- 19% of funds to set-aside contractors
- In excess of 10 million square feet of new and renovated space completed
- Bond Credit Ratings by Fitch, Moody's and Standard & Poor's remain consistently strong

Academic Programs & Degrees
14 Schools & Colleges:
  Agriculture & Natural Resources, Business, Dental Medicine, Fine Education,
  Engineering, Fine Arts, Graduate, Law, Liberal Arts & Sciences, Medicine,
  Nursing, Pharmacy, Radcliffe Hicks, Social Work
8 undergraduate degrees: 102 majors
17 graduate degrees: 75 research and professional practice fields of study
6 professional degree programs (J.D., LL.M., M.D., D.M.D., Pharm.D., S.J.D.)

Degrees 2012-13: 7,621
- Bachelor's: 5,122
- Master's: 1,527
- Doctorates: 340
- Law (J.D., LL.M.): 208
- Pharm.D. 94
- Medicine: 74
- Dental Medicine 34
- Graduate/Professional Certificates: 140
- 5 Year Education: 56
- 2 Year Agriculture: 26

Degrees by: Female 53%
Minority 19%

Total Fall 2013 Student Enrollment: 30,474
- Undergraduate at Main Campus: 18,032
- Undergraduate at Regional Campuses: 4,563
- Subtotal Undergraduate: 22,595
- Graduate (M.A./Ph.D., incl. 311 at Health Center): 6,555
- Law: 591
- Pharm.D.: 191
- Medicine: 368
- Dental Medicine: 174
- Subtotal Graduate/Professional: 7,679

Fall 2013 Entering Freshmen at Main Campus: 3,755
- 45% were in top 10% of high school class
- 82% were in top 25% of high school class
- 81 valedictorians and 66 salutatorians
- 224% more minority freshmen than in Fall '95
- Since 1995: 1,703 valedictorians and salutatorians enrolled at all campuses

Student Characteristics Fall 2013

<table>
<thead>
<tr>
<th>Undergraduate</th>
<th>Grad/Professional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female 50%</td>
<td>52%</td>
</tr>
<tr>
<td>Minority 27%</td>
<td>17%</td>
</tr>
<tr>
<td>International4</td>
<td>4%</td>
</tr>
<tr>
<td>Connecticut Residents 60%</td>
<td>69%</td>
</tr>
</tbody>
</table>

4 98 countries were represented in the fall 2013 international student population.
6 96% of undergraduates on Main Campus are Connecticut residents.
4 All international students and 48 of 50 states are represented in the fall 2013 total undergraduate student population.

SAT Scores and Retention & Graduation Rates

<table>
<thead>
<tr>
<th>2013 SAT Scores (Critical Reading and Math)</th>
<th>National High School</th>
<th>Connecticut High School</th>
<th>Storrs Entering Freshmen 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Main Campus</td>
<td>All</td>
<td>Minority</td>
<td></td>
</tr>
<tr>
<td>Freshmen Retention: 1-Year Rate</td>
<td>94%</td>
<td>91%</td>
<td></td>
</tr>
<tr>
<td>Graduation: 4-Year Rate</td>
<td>67%</td>
<td>59%</td>
<td></td>
</tr>
<tr>
<td>6-Year Rate</td>
<td>82%</td>
<td>77%</td>
<td></td>
</tr>
</tbody>
</table>

UConn (Main Campus) ranks 15 out of 58 public research universities in graduation rate for all freshmen and 18 out of 58 public research universities for minority freshmen. (Sources: U.S. News 2014 America's Best Colleges & 2012 IPEDS Graduation Rate Survey) UConn (Main Campus) average time to graduate is 4.2 years among those who graduate within 6 years, and ranks 5 out of 58 public research universities.

Total Undergraduate Student Cost 2013-14

<table>
<thead>
<tr>
<th>In-State</th>
<th>Out-of-State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition, Fees, Room &amp; Board 1</td>
<td>$23,496</td>
</tr>
<tr>
<td>Tuition &amp; Mandatory Fees</td>
<td>12,022</td>
</tr>
<tr>
<td>Tuition Only</td>
<td>9,256</td>
</tr>
</tbody>
</table>

1 71% of Main Campus undergraduates live on campus housing (116 residential halls).
2 Board rate shown reflects most popular plans available.

Student Financial Aid FY 2013

Financial Aid Support: $407.7 million

<table>
<thead>
<tr>
<th>Main Campus/Regional</th>
<th>Health Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scholarships &amp; Grants</td>
<td>$142.8 million</td>
</tr>
<tr>
<td>Loans</td>
<td>172.7 million</td>
</tr>
<tr>
<td>Student Employment</td>
<td>22.7 million</td>
</tr>
<tr>
<td>Tuition Waivers</td>
<td>48.0 million</td>
</tr>
</tbody>
</table>

1 42.2% of all tuition dollars are dedicated to financial aid. Approximately 20,500 students received financial aid packages in FY 2013.
Total Current Funds Budget FY 2013: $1.9 billion

<table>
<thead>
<tr>
<th>STORRS &amp; REGIONAL CAMPUSES</th>
<th>In Millions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td></td>
</tr>
<tr>
<td>State Appropriation</td>
<td>$205.6</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>66.9</td>
</tr>
<tr>
<td>Student Tuition &amp; Fees</td>
<td>533.0</td>
</tr>
<tr>
<td>Gifts, Grants &amp; Contracts</td>
<td>176.1</td>
</tr>
<tr>
<td>Sales/Services - Auxiliary Enterprises</td>
<td>34.0</td>
</tr>
<tr>
<td>Sales/Services - Educational</td>
<td>17.5</td>
</tr>
<tr>
<td>Investment Income</td>
<td>0.8</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,053.9</strong></td>
</tr>
<tr>
<td>Expenditures</td>
<td></td>
</tr>
<tr>
<td>Academic Services</td>
<td>$434.8</td>
</tr>
<tr>
<td>Research Services</td>
<td>78.1</td>
</tr>
<tr>
<td>Student Services</td>
<td>383.6</td>
</tr>
<tr>
<td>Operating, Support &amp; Physical Plant Services</td>
<td>158.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,054.9</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>HEALTH CENTER</th>
<th>In Millions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td></td>
</tr>
<tr>
<td>State Appropriation</td>
<td>$112.7</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>46.0</td>
</tr>
<tr>
<td>Tuition &amp; Fees</td>
<td>18.5</td>
</tr>
<tr>
<td>Gifts, Grants &amp; Contracts</td>
<td>84.9</td>
</tr>
<tr>
<td>Interns &amp; Residents</td>
<td>55.2</td>
</tr>
<tr>
<td>Not Patient Care</td>
<td>365.2</td>
</tr>
<tr>
<td>Correctional Managed Care</td>
<td>85.6</td>
</tr>
<tr>
<td>All other revenues</td>
<td>41.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$811.4</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditures</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital &amp; Health Services</td>
<td>$426.6</td>
</tr>
<tr>
<td>Academic Services</td>
<td>168.4</td>
</tr>
<tr>
<td>Research Services</td>
<td>94.6</td>
</tr>
<tr>
<td>Operating, Support &amp; Physical Plant Services</td>
<td>119.8</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$811.4</strong></td>
</tr>
</tbody>
</table>

1The net loss is due to a planned use of fund balance.

Private Giving FY 2013

- Total Endowment: At the close of FY 13, the University’s endowment, which stood at $42 million at the start of 1995, was valued at approximately $357.6 million.
- In FY 13, private fundraising receipts totaled $63.3 million: $43.9 million for Storrs and the regional campuses; $7.4 million for the Health Center; and $12 million for Athletics.
- Alumni contributed $20.9 million in FY 13. Additional commitments included $17.4 million from parents and other individuals, and $22.5 million from corporations, private foundations and other organizations.

Staff Characteristics Fall 2012

<table>
<thead>
<tr>
<th></th>
<th>Main Campus/Regional</th>
<th>Health Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time &amp; Part-time Faculty &amp; Staff</td>
<td>4,624 (95%)</td>
<td>1,002 (76%)</td>
</tr>
<tr>
<td>Part-time Faculty &amp; Staff</td>
<td>219 (5%)</td>
<td>1,246 (24%)</td>
</tr>
<tr>
<td>Full-time Faculty</td>
<td>1,377</td>
<td>505</td>
</tr>
<tr>
<td>Tenured &amp; Tenure Track</td>
<td>1,061 (77%)</td>
<td>190 (36%)</td>
</tr>
<tr>
<td>Non-Tenure Track</td>
<td>316 (23%)</td>
<td>315 (62%)</td>
</tr>
<tr>
<td>Full-time Staff</td>
<td>3,028</td>
<td>3,497</td>
</tr>
<tr>
<td>Full-time &amp; Part-time Faculty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>40%</td>
<td>39%</td>
</tr>
<tr>
<td>Minority</td>
<td>22%</td>
<td>28%</td>
</tr>
<tr>
<td>Full-time &amp; Part-time Staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>58%</td>
<td>77%</td>
</tr>
<tr>
<td>Minority</td>
<td>17%</td>
<td>24%</td>
</tr>
</tbody>
</table>

*An additional 686 adjunct lecturers teach one or more courses at Storrs and Regional Campuses.

Staff Covered by Collective Bargaining Agreements:

| Main Campus & Regional Campuses | 90% |
| Health Center | 80% |

Research, Training & Public Service

FY 12 external funding, sponsored activities: $207.4 million
(excluding financial aid):

| Main & Regional Campuses | $122.5 million (59%) |
| Health Center | $84.9 million (41%) |

Total by Funding Source

Federal: 73%  State: 11%  Private/Other: 16%

Sponsored Activities at Main & Regional Campuses

| Research | 80.9% |
| Education and Training Programs | 1.7% |
| Public Service | 17.4% |

Sponsored Activities at the Health Center

| Research | 93.0% |
| Industry Support | 1.2% |
| Education and Training Programs | 3.6% |
| Other | 2.2% |

UConn Alumni

- Nearly 217,000 total alumni worldwide
- More than 129,000 alumni live in Connecticut
TAB 3
The University of Connecticut's Compliance with Public Act 12-78

On June 6, 2012, Public Act 12-78, An Act Concerning Sexual Violence on College Campuses, was signed into law. The Act, codified in Connecticut General Statutes § 10a-55m, requires public and private institutions of higher education to adopt and disclose one or more policies on sexual assault and intimate partner violence, and to provide certain information, resources and assistance to victims of sexual assault.

On January 25, 2012, five months prior to the enactment of Public Act 12-78, the University of Connecticut's ("University" or "UConn") Board of Trustees adopted an institution-wide comprehensive Sexual Assault Response Policy (SARP) to document the University's longstanding commitment to responding to victims of sexual assault on campus in compliance with its ethical and legal obligations. The SARP, which supplements UConn's Policy Statement Against Discrimination, Harassment and Inappropriate Romantic Relationships, is an employment policy designed to assist University employees in responding appropriately to reports of sexual assault, including providing information to victims about contacting the police and receiving medical treatment and other critical support services. The policy also promotes a safe campus environment by facilitating on-campus disciplinary processes and involving law enforcement officials, all in conformity with applicable laws and regulations.

Because UConn was first among Connecticut's institutions of higher education to require mandatory reporting of sexual assaults by all employees, its policy was regarded an effective and valuable model. During the 2012 legislative session, UConn, along with the state's Victim Advocate, the Permanent Commission on the Status of Women and others, was given the opportunity to share its knowledge and experiences with the individuals responsible for drafting Public Act 12-78. This collaboration allowed UConn to help the drafters navigate the complex federal regulatory scheme under which
institutions of higher education were already operating, and to ensure that the law adequately reflected the needs and desires of those the law sought to help.

As a result of that collaboration, the law requires that clear guidance be provided to the students of our state's institutions of higher education who are victims of sexual assault.

In connection with the passage of Public Act 12-78, UConn enhanced its then-existing policies, including the SARP and the Student Conduct Code, to reflect changes required by the new law. Because UConn's policies and response protocols have been developed and improved with great attention to existing and emerging state and federal regulations, those policies and protocols meet and exceed the requirements of Public Act 12-78.

The Student Conduct Code

The University's Student Conduct Code ("Student Code") describes the process by which the University holds students responsible for their actions.

All students are required to know and observe the student conduct rules and regulations. The Student Code prohibits all forms of relationship violence, including intimate partner violence ("IPV"), sexual misconduct and stalking. It is the institutional mechanism for bringing a disciplinary proceeding against a student accused of having engaged in one or more of the prohibited behaviors.

The Student Code is managed by the Office of Community Standards within the Division of Student Affairs. It describes the process and procedure for bringing a complaint against a student. It makes clear that such complaints also may be brought to the attention of the University's Title IX Coordinator, and encourages victims of sexual assault to report to the UConn Police Department and/or Connecticut State Police Department.
The Student Code requires that disciplinary proceedings brought in connection with sexual misconduct begin promptly and be conducted by an official trained in issues related to sexual assault and IPV. The Student Code makes clear that the identities of the victim and accused will not be disclosed except as necessary to carry out the disciplinary proceeding or as permitted by law. Both the victim and accused are provided regular updates as to the progress of the investigation, and both are entitled to be accompanied by a support person to any meeting or proceeding relating to an allegation of sexual assault or IPV. Pursuant to the Student Code, the parties are entitled to present evidence and witnesses on their behalf during any disciplinary proceeding, and the preponderance of the evidence standard must be used to determine whether the conduct alleged constitutes a violation of the Student Code.

Further, as required by the Student Code, written notice of the result of any disciplinary proceeding is issued to both the victim and accused within twenty-four (24) hours of the conclusion of the proceeding, and both parties are entitled to appeal that result. The range of possible sanctions for a violation of the Student Code is described within the Code, which makes clear that the sanction for a sexual assault is typically expulsion.

While all UCcnn students are expected to read and be familiar with the entire Student Code, as part of the University’s continuing efforts to make the process as transparent and user-friendly as possible, an overview of the process as it relates to cases involving allegations of sexual misconduct was recently added to the University’s comprehensive sexual violence awareness website at www.sexualviolence.uconn.edu.

Sexual Assault Response Policy (SARP)

UConn’s SARP is an employment policy that makes clear that sexual assault and IPV contravene the mission and values of UConn and will not be tolerated. Under the policy, virtually all university employees who witness or receive a report of sexual
assault are required to make a report to the University's Title IX Coordinator or to Community Standards as soon as possible after receiving the report.

A primary goal of the SARP is to ensure that reports of sexual assault to any UConn employee come to the attention of the appropriate University officials - those trained to respond to and address such reports - and to ensure that victims are aware of and receive the necessary services and resources. As clearly described in the SARP, services available to victims include modifications to living, working and academic situations, and assistance with transportation. Available services also include assistance in notifying law enforcement, who can provide information about the importance of preserving physical evidence and the victim's right to seek a protective or restraining order against their perpetrator. A comprehensive though non-exhaustive list of suggested assistance actions is included as an attachment to the SARP for the purpose of assisting and guiding an employee to whom an initial report is made.

In recognition of the fact that not all victims are ready to come forward, the SARP also lays out confidential reporting options available to victims, which include UConn's Counseling and Mental Health Services as well as area Sexual Assault Crisis Centers. Further, though the SARP expressly supports reporting to police, it does not mandate such reporting, in appreciation of the fact that doing so would take that important decision out of the hands of victims.

However, the Title IX Coordinator and employees of Community Standards are considered Campus Security Authorities under the federal law known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and therefore are required to report to the UConn Police Department all reports of sexual assault made to them. Thus, as a practical matter, every report of a sexual assault made known to any university employee is reported to the UConn Police Department, whether through the employee directly, or through the offices of the Title IX Coordinator or Community Standards. Reports made to the police pursuant to the Clery Act typically do not include the identity of the victim.
The University also provides extensive sexual assault and IPV primary prevention training and awareness programming that includes an explanation of the definition of consent, which definition is also set forth in the Student Code, and information concerning reporting options.

Among the materials included in this binder is a copy of the University's SAP and Student Code.

Attached to this document are two additional items:

A. A chart correlating the requirements of Public Act 12-78 with UConn policies.

B. Full text of Public Act 12-78, as codified in General Statutes § 10a-55m.
<table>
<thead>
<tr>
<th>Statutory Section</th>
<th>UConn Compliance</th>
</tr>
</thead>
<tbody>
<tr>
<td>(b)</td>
<td>Sexual Assault Response Policy (SARP)- defines sexual assault and intimate partner violence</td>
</tr>
<tr>
<td></td>
<td>Student Conduct Code (Student Code)- defines sexual misconduct, sexual harassment and intimate partner violence</td>
</tr>
<tr>
<td>(b)(1)</td>
<td>The Student Code describes the process and procedure for bringing a complaint against a student using the university's institutional disciplinary process. The Code makes clear that such complaints also may be brought to the attention of the University's Title IX Coordinator, and encourages victims of sexual assault to report to the police.</td>
</tr>
<tr>
<td></td>
<td>The SARP requires virtually all university employees to report sexual assaults made known to them to the Title IX Coordinator or Community Standards. The SARP describes services available to victims of assault, including assistance in notifying law enforcement, who can provide information about the importance of preserving physical evidence.</td>
</tr>
<tr>
<td>(b)(2)</td>
<td>The SARP describes assistance available to victims of assault, including modifications to living, working and academic situations; assistance with transportation; assistance in notifying law enforcement; and includes a comprehensive list of on and off-campus resources, such as Counseling &amp; Mental Health Services and area Sexual Assault Crisis Centers, with attendant contact information.</td>
</tr>
<tr>
<td></td>
<td>The Student Code describes interim administrative actions that the University may take against an accused, such as no contact orders and restricted ability to be on campus, including removal from housing.</td>
</tr>
<tr>
<td>(b)(2)(A)</td>
<td>The Student Code encourages victims of sexual assault to report to the police.</td>
</tr>
<tr>
<td></td>
<td>The SARP expressly approves of reporting to the police in addition to the Title IX Coordinator and Community Standards.</td>
</tr>
<tr>
<td>(b)(2)(B)</td>
<td>The SARP describes services available to victims of assault, including assistance in notifying law enforcement and expressly states that law enforcement can provide information concerning the victim's right to seek a protective or restraining order against their perpetrator.</td>
</tr>
<tr>
<td>b)(3)</td>
<td>The SARP describes assistance available to victims of assault, including modifications to living, working and academic situations; assistance with</td>
</tr>
</tbody>
</table>
transportation and assistance in notifying law enforcement.

The Student Code describes interim administrative actions that the University may take against an accused, such as no contact orders and restricted ability to be on campus, including removal from housing.

| (b)(4) | The SARP expressly states that the University will honor all protective orders. |
| (b)(5) | The Student Code describes the process and procedure for bringing a complaint against a student using the University's institutional disciplinary process. |
| (b)(5)(A) | The Student Code provides that all disciplinary proceedings will begin promptly. |
| (b)(5)(B) | The Student Code requires that proceedings be conducted by an official trained in issues relating to sexual assault and intimate partner violence and that the preponderance of the evidence standard be used in connection with such proceedings. |
| (b)(5)(C)(i) | The Student Code makes clear that both the victim and accused are entitled to be accompanied to any meeting or proceeding relating to the allegation of such assault or violence by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled. |
| (b)(5)(C)(ii) | The Student Code makes clear that both the victim and accused shall have the opportunity to present evidence and witnesses on their behalf during any disciplinary proceeding. |
| (b)(5)(D) | The Student Code makes clear that both the victim and accused are entitled to be informed in writing of the results of any disciplinary proceeding not later than one business day after the conclusion of such proceeding. |
| (b)(5)(E) | The Student Code makes clear that UConn will not disclose the identity of the victim or the accused, except as necessary to carry out a disciplinary proceeding or as permitted under state or federal law. |
| (b)(6) | The Student Code discloses the range of sanctions that may be imposed following any disciplinary procedures in response to such assault or violence. |
| (c)(1) | All new students receive training during orientation on sexual assault and intimate partner violence from a primary prevention perspective. This includes an explanation of the definition of consent in sexual relationships and information concerning the reporting of incidences of such assaults and violence. The training module also includes bystander intervention perspectives. |
| (c)(2) | UConn has a number of sexual assault and intimate partner violence prevention and awareness campaigns throughout the year. Many of these originate in the Women's Center, and there is also programming through other offices within Student Affairs and UConn Police. |
Attachment B
Text of Public Act 12-78,
As Codified in Connecticut General Statutes § 10a-55m

Sec. 10a-55m. Sexual assault and intimate partner violence policies. Prevention and awareness programming and campaigns. (a) For purposes of this section:

(1) "Awareness programming" means programming designed to communicate the prevalence of sexual assaults and intimate partner violence, including the nature and number of cases of sexual assault and intimate partner violence reported at each institution of higher education in the preceding three calendar years;

(2) "Institution of higher education" means an institution of higher education as defined in section 10a-55;

(3) "Intimate partner violence" 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 domestic violence as designated under section 46b-38h;

(4) "Primary prevention programming" means programming and strategies intended to prevent sexual assault and intimate partner violence before it occurs by means of changing social norms and other approaches;

(5) "Sexual assault" means a sexual assault under section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or 53a-73a; and

(6) "Uniform campus crime report" means a campus crime report prepared by an institution of higher education pursuant to section 10a-55a.

(b) Each institution of higher education shall adopt and disclose in such institution's annual uniform campus crime report one or more policies regarding sexual assault and intimate partner violence. Such policy or policies shall include provisions for (1) detailing the procedures that students of the
institution who report being the victim of sexual assault or intimate partner violence may follow after the commission of such violence, including persons or agencies to contact and information regarding the importance of preserving physical evidence of such assault or violence; (2) providing students of the institution who report being the victim of sexual assault or intimate partner violence both contact information for and, if requested, professional assistance in accessing and utilizing campus, local advocacy, counseling, health and mental health services, and written information concerning the rights of such students to (A) notify law enforcement of such assault or violence and receive assistance from campus authorities in making any such notification, and (B) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing protective or restraining order, including, but not limited to, orders issued pursuant to section 46b-15, 46b-38c, 53a-40e, 54-1k, 54-82q or 54-82r, against the perpetrator of such assault or violence; (3) notifying such students of the reasonably available options for and available assistance from such institution in changing academic, living, campus transportation or working situations in response to such assault or violence; (4) honoring any lawful protective or temporary restraining orders, including, but not limited to, orders issued pursuant to section 46b-15, 46b-38c, 53a-40e, 54-1k, 54-82q or 54-82r; (5) disclosing a summary of such institution's disciplinary procedures, including clear statements advising such students that (A) victims of such assault or violence shall have the opportunity to request that disciplinary proceedings begin promptly, (B) disciplinary proceedings shall be conducted by an official trained in issues relating to sexual assault and intimate partner violence and shall use the preponderance of the evidence standard in making a determination concerning the alleged assault or violence, (C) both the victim of such assault or violence and the accused (i) are entitled to be accompanied to any meeting or proceeding relating to the allegation of such assault or violence by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled, and (ii) shall have the opportunity to present evidence and witnesses on their behalf during any disciplinary proceeding, (D) both such victim and accused are entitled to be informed in writing of the results of any disciplinary proceeding not later than one business day after the conclusion of such proceeding, and (E) the institution of higher education shall not disclose the identity of the victim or the accused, except as necessary to carry out a disciplinary proceeding or as permitted under state or federal law; and (6)
disclosing the range of sanctions that may be imposed following the implementation of such institution's disciplinary procedures in response to such assault or violence.

(c) Each institution of higher education shall, within existing budgetary resources, offer (1) sexual assault and intimate partner violence primary prevention and awareness programming for all students that includes an explanation of the definition of consent in sexual relationships and information concerning the reporting of incidences of such assaults and violence, bystander intervention and risk reduction; and (2) ongoing sexual assault and intimate partner violence prevention and awareness campaigns.
Introduction

The University of Connecticut prepares this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and the State of Connecticut Act Concerning Sexual Violence on College Campuses. This report includes statistics for the previous three years concerning reported crimes that occurred on campus; in certain off-campus buildings, or property owned or controlled by the University of Connecticut; and on public property within, or immediately adjacent to and accessible from, the campus. The report includes institutional policies on campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters. The policies apply to all Regional campuses unless otherwise stated.

The full text of this report is available online at [http://www.police.uconn.edu/ucr/index.html](http://www.police.uconn.edu/ucr/index.html). This report is prepared in cooperation with local law enforcement, the Division of Student Affairs and the Office of the President. These entities provide updated information on their educational efforts and programs to comply with the Act.

Campus crime, arrest, and referral statistics include those reported to the University of Connecticut, designated campus security officials as defined under the Act, and local law enforcement agencies. Each year, an email notification is sent to all enrolled students, faculty, and staff. The email provides information on how to access the Annual Security Report online. Copies of this report may also be obtained at the Division of Public Safety at 126 North Eagleville Road, Storrs, CT.
About the UConn Police Department

The University of Connecticut Police Department (UConn Police), under the administration of the Chief of Police, is charged with a number of critical areas of responsibility relating to safety and security on campus for its students, employees, and visitors. The UConn Police is established pursuant to Section 10a-142 of the Connecticut General Statutes as an organized police department with the same authority and responsibilities as any municipal police department within the State of Connecticut, including the authority to make arrests. UConn police, on duty 24/7, conducts highly visible vehicle and foot patrols and are responsible for enforcing all State of Connecticut laws, both criminal and motor vehicle. Sworn officers are State employees and graduates of the Connecticut Police Officer Standards and Training Academy. In addition, each officer undergoes required annual in-service training, well above the minimum requirements mandated by Connecticut statutes, to maintain and improve their skills as police officers. The UConn Police work closely and has an on-going working relationship with Connecticut State Police and various Federal agencies and local police departments throughout the state in accordance with Connecticut General Statutes, chapter 104, Sec. 7-277a (police assistance agreements). The UConn Police Department does not have a written Memorandum of Understanding (MOU) with the Connecticut State Police or Regional campuses neighboring municipalities regarding the investigation of criminal incidents.
PROMPT REPORTING OF A CRIME OR EMERGENCY

Community members, students, faculty, staff, and visitors are encouraged to accurately and promptly report all crimes and public safety-related incidents to UConn Police.

Call any of the following authorities, 24 hours a day:

<table>
<thead>
<tr>
<th>Dial 911</th>
<th>Report emergencies or criminal violations from a public phone or cellular phone.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dial 860-486-4800 or 6-4800</td>
<td>Report non-emergency service calls or criminal violations from a public phone or cellular phone.</td>
</tr>
<tr>
<td>Blue Phones</td>
<td>Emergency phones direct access to UConn Police headquarters. Use any of the blue emergency phones located in walkways, buildings, bus shelters, and elevators throughout campus.</td>
</tr>
<tr>
<td>Submit a crime tip at <a href="mailto:crimealerts@uconn.edu">crimealerts@uconn.edu</a></td>
<td>This e-mail address has been designated solely to receive information from the community about criminal activity.</td>
</tr>
</tbody>
</table>

UConn dispatchers are available at these respective telephone numbers 24 hours a day to answer your calls - police, fire or medical which be immediately dispatched. In response to a call, UConn Police will take the required action, which may include either dispatching an officer or asking the victim to report to UConn Police to file an incident report. UConn Police will investigate a report when it is deemed appropriate or contact the appropriate agency to respond to calls for off-campus reports. All UConn incident reports and follow ups are forwarded to the Office of Community Standards for potential action, as appropriate.

If a sexual assault or rape should occur, the UConn Police and University staff at the scene will offer the victim a wide variety of services. Go to page 10 for additional information and services.
For general information contact UConn Police at 860-486-4800 (non-emergencies), dial 911 (emergencies only), or use the emergency telephones located near residence halls, parking lots, and campus buildings (See Chart page 3). Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside buildings, or around residence halls should be reported to police.

UConn Police encourages accurate and prompt reporting of all crimes to their department using the contact information listed. Students and employees should report criminal offenses to the UConn Police for the purpose of making timely warning reports and annual statistical disclosure.

Policy against Discrimination, Harassment and Inappropriate Romantic Relationships

The commitment of the University of Connecticut to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

The University of Connecticut will not engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, order of protection status, genetic information, marital status, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in the University programs and activities.

For more information is this policy go to: http://policy.uconn.edu/?p=2884

Voluntary Confidential Reporting

We encourage anyone who witnessed or has been a victim of a crime to immediately report the incident by calling 911, or for non-emergency, 860-486-4800. Police reports in the state of Connecticut are public records, and UConn Police cannot hold reports of crime in confidence. Confidential reports
for inclusion in the annual disclosure of crime statistics can be made to other Campus Security Authorities.

Campus Security Authorities are expected to report crimes to UConn Police as soon as they have knowledge of a reported crime so that UConn Police can determine whether a Campus Crime Alert is necessary. In addition, the UConn Police collects crime statistics, if any, from reporting agencies that typically include (but are not limited to): Residential Life, Office of Community Standards and Women’s Centers. Additionally, each year, the Deans, Directors and Department Heads report Clery reportable crimes, if any were received. Each of these reports is reviewed by UConn Police to confirm that it meets the requirements under the Clery Act.

What is Campus Security Authority?

Campus Security Authority 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.
- 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.

Anonymous Reporting

If you would like to report a crime but do not wish to reveal your identity, the police department offers an anonymous hotline (860-486-4444) that allows you to leave specific information about an incident while ensuring your confidentiality. Cases reported anonymously are disclosed in the annual crime statistics.
The UConn Police communicates with pastoral and professional counselors and requests that, if and when they deem it appropriate, they inform the persons they are counseling of any procedures to report crimes anonymously using the hotline described for inclusion in the annual disclosure of crime statistics.

Crime Alerts: Timely Warnings

Campus Crime Alerts are issued whenever a serious crime or series of crimes – on campus or in the surrounding communities – poses a continuing risk to students and employees. Crime Alerts are issued for specific crime classifications such as murder, sex offenses, robbery, aggravated assault/battery, burglary, motor vehicle theft, manslaughter, arson, and any hate crimes involving bodily injury in which the victim was intentionally selected due to actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability. Crime Alerts may also be posted for other crimes when necessary.

The decision to issue a Timely Warning/Crime Alert will be considered on a case-by-case basis depending on the risk and when and where the incident occurred.

Within the guiding principle of alerting the community to a threat which may affect it, and whose timely dissemination will aid in the prevention of a similar crime, the following factors may be considered when evaluating whether to issue a Crime Alert:

a. whether the crime represents an ongoing or continuing risk to current victims, or has the potential to create new victims;

b. whether the crime occurred on campus, or is contiguous to campus;

c. the credibility of reports received by UConn Police or other law enforcement agencies; or

d. the nature of the crime(s) involved

Crime Alerts for the above listed crimes will not be sent if:
a. The suspect(s) are apprehended and the risk to students and employees has been mitigated by the apprehension.

b. A report is not filed with UConn Police or another police agency or campus official in a manner that would allow the posting of a “timely” warning. As a general guideline, a report that is filed with the UConn Police or provided by an outside police agency several days after the date of the alleged incident may not provide the opportunity for a “timely” warning to the community. This type of situation will be evaluated on a case-by-case basis.

c. The posting of a “timely” warning would jeopardize law enforcement efforts.

The Chief of Police, Police Captains, Police Supervisors and Dispatchers are authorized to create and disseminate Crime Alerts. When issuing a Crime Alert, UConn Police send a mass email to all students, faculty, and staff indicating a crime has occurred and providing a link to the Division of Public Safety website at http://alert.uconn.edu/, for more information.

We encourage all students, faculty, and staff to register for the Alert emergency notification service by going to http://alert.uconn.edu/about.php. For questions or problems concerning the Alert service, please contact the Help Desk at 860-486-4357 or visit Helpcenter@uconn.edu.

Emergency Notification: Safety Alert

Upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus, UConn Police Department will immediately notify the campus community using a systemized emergency communication procedure (RAVE Alert Mass Notification System). The University has developed an integrated and comprehensive procedure which includes all of the following emergency alert systems: cell phone text messages, emails, voicemails, outdoor mass notification system announcements using a siren/voice alert system, indoor notifications monitors, campus
blue telephones, social networking sites, face to face communications and website notifications at http://alert.uconn.edu/

UConn Police will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

**Daily Crime Logs**

The Police Department maintains a Daily Crime Log that records, by the date the incident was reported, all crimes and other serious incidents that occur within the department’s patrol jurisdiction. This log is available for public inspection at UConn Police headquarters in dispatch and includes the nature, date, time, and general location of each crime reported to the department.

**Security of and Access to Campus Facilities**

Most campus buildings and facilities are accessible to members of the campus community, guests, and visitors during normal hours of business—Monday through Friday, and for limited designated hours on Saturday, Sunday, and holidays. Facilities are maintained, and their security monitored in the interest of the campus. Many cultural and athletic events held in University facilities at Storrs and Regional Campuses, such as The Benton Museum, Gampel Pavilion and the Jorgensen Center for the Performing Arts, are open to the public with the purchase of tickets. Other facilities such as the UConn Co-Op Bookstore, libraries, and cafeterias are also open to the public.

Access to academic and administrative facilities on campus generally is limited to students, employees, and visitors for the purpose of studying, working, teaching, and conducting other University business. However, the academic buildings are open and accessible during normal business hours and often into the evening hours for classes and meetings and as such, visitors can gain access during those hours. Each academic building has established its hours based on the needs of specific academic departments. UConn Police provide random patrols by using foot, bicycle, motorcycles and vehicle patrols of the non-residential facilities as time permits. At
Storrs all residential areas and exterior doors of University residence halls are locked 24 hours per day and door access is controlled by Husky One Card readers. The Field House Gymnasium is also monitored through the Husky Card access reader. The Regional campuses do not have any residential halls. Go to page 30 for additional information on Regional Campuses.

The Husky Watch Safety Escort program is available to provide university community member’s safe escorts. Husky Safety Escorts are also tasked with providing random foot patrols of the exteriors of academic buildings and dormitories. Husky Safety Escorts work Sunday through Wednesday from 8:00 pm to 2:00 a.m. and Thursday through Saturday from 8:00 p.m. to 3:00 a.m. UConn Police Officers are on duty 24 hours a day, seven days a week, and 365 days a year.

**Maintenance of Campus Facilities**

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. UConn Police regularly patrol the campus and report malfunctioning lights and other potentially unsafe physical conditions to Facilities and Services for correction. During the Spring and Fall the Undergraduate Student Government (USG) canvasses the entire campus and makes notes of safety concerns (i.e. potholes, dimly lit areas, unsanctioned paths, blue lights, etc.) and presents the concerns though the proper University departments and facilities. Representatives from the UConn Police and Facilities Operations participate in these safety walks with USG. Other members of the University community are helpful when they report equipment problems to the UConn Police or to Facilities Operations and Services. Facilities Operations has a procedure to handle all emergency requests. Facilities assign a Priority code #1 to emergency requests that could result in an immediate or imminent threat to life, or severe property damage: i.e. flooding, no power, broken window.

Regional Campuses work with their own Facilities Operation Departments to provide the same level of safety and service to their communities. See page 30 for more information.
# UNIVERSITY RESOURCES

**IF YOU NEED HELP:**

<table>
<thead>
<tr>
<th><strong>Counseling Center</strong> 860-486-4705</th>
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<tbody>
<tr>
<td>CMHS Annex located <strong>behind</strong> the Student Health Services building</td>
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<table>
<thead>
<tr>
<th><strong>Office of Student Services &amp; Advocacy</strong></th>
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<tbody>
<tr>
<td>Wilbur Cross Building, Rm. 203 860-486-3426 (Phone)</td>
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<table>
<thead>
<tr>
<th><strong>Student Health Services</strong></th>
</tr>
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<tbody>
<tr>
<td>234 Glenbrook Road, Unit 4011 Phone: 860-486-4700</td>
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</table>

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<tr>
<th><strong>Women's Center</strong> 860-486-4738</th>
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<table>
<thead>
<tr>
<th><strong>Sexual Assault Crisis Services of Eastern Connecticut</strong></th>
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</thead>
<tbody>
<tr>
<td>860-456-2789</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Domestic Violence Program, United Services, Inc (Willimantic Area)</strong> 860-456-9476</th>
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</table>

The information in this section is in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

The University of Connecticut is concerned about your health and safety. Abuse of alcohol and controlled substances can seriously impair your health and your ability to work and study. It can cause you to endanger the safety and well-being of others.

The University promotes an environment that rejects substance abuse as an acceptable life style, informs you about resources for preventing or treating substance abuse, and helps you make healthy decisions about alcohol and other drugs. You should familiarize yourself with the University’s standard of conduct and disciplinary actions taken against students or employees who violate that standard (all outlined below).

Prevention of substance abuse is sought in several ways by:

- Promoting accurate information on drug use
- Encouraging healthy use of leisure time through recreation and other activities
- Enhancing skills for dealing with stress, and
- Working through campus leaders and influencers to establish a healthy environment.

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Alcohol and Other Drug Services

The Department of Wellness and Prevention Services is committed to providing education, opportunities, information, and resources to the university community regarding health and wellness. The department strives to create an environment that promotes, encourages and supports healthy decisions and behaviors in the area of alcohol and other drugs, sexual health, stress management and other area of wellness. Their services include prevention and education in the following areas: alcohol and other drug, peer education, sexual health and stress management. Working in collaboration with various university departments such as Nutrition and Physical Activity, Recreational Services, Counseling and Mental Health Services, Student Health Services, Off Campus Services, Residential Life and cultural centers, we seek to provide continuity of care, diverse programs and education for UConn students and the community. Go to for more information: http://www.wellness.uconn.edu/ The Policy on Alcohol and Other Drugs can be read at: http://www.community.uconn.edu/student_code_appendixc.html

How Drug Use Affects your Health

Adverse health effects can range from nausea and anxiety to coma and death. There are risks associated with the chronic use of all psychoactive drugs, including alcohol. A pregnant woman who uses alcohol, cigarettes, or other drugs exposes her fetus to serious risks, including miscarriage, low birth weight, and brain damage.

Substance abuse may involve controlled substances, illegal drugs, and alcohol—all of which pose a health risk. When drugs are used in combination with each other, their negative effects on the mind and body are often multiplied beyond the effects of the same drugs taken on their own.

Alcohol is the drug most frequently abused on college campuses and in our society. Even small amounts of alcohol significantly impair the judgment and coordination required to drive a car, increasing your chances of having an accident. Consumption of alcohol may be a factor in the incidence of aggressive crimes, including date rape and domestic abuse. Moderate to large amounts of alcohol severely impair your ability to learn and remember information. Because

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alcohol is a depressant, very large amounts can cause respiratory and cardiac failure, resulting in death.

_Marijuana_ impairs short-term memory and comprehension. It can cause confusion, anxiety, lung damage, and abnormalities of the hormonal and reproductive system. Hours after the feeling of getting high fades, the effects of the drug on coordination and judgment remain, heightening the risk of driving or performing other complex tasks. Cannabis, a fat-soluble substance, may remain in the body for weeks, and an overdose can cause paranoia, panic attacks, or psychiatric problems.

_Club Drugs_ refers to a wide variety of drugs including MDMA (Ecstasy), GHB, rohypnol, ketamine, methamphetamine, and LSD, and are often used at raves, dance clubs, and bars. No club drug is safe due to variations in purity, potency, and concentration, and they can cause serious health problems or death. They have even more serious consequences when mixed with alcohol.

_Depressants_ such as barbiturates, Valium and other benzodiazepines, Quaaludes, and other depressants cause disorientation, slurred speech, and other behaviors associated with drunkenness. The effects of an overdose of depressants range from shallow breathing, clammy skin, dilated pupils, and weak and rapid pulse to coma and death.

_Hallucinogens_ such as LSD, MDA, PCP (angel dust), mescaline, and peyote can cause powerful distortions in perception and thinking. Intense and unpredictable emotional reactions can trigger panic attacks or psychotic reaction. An overdose of hallucinogens can cause heart failure, lung failure, coma, and death.

_Narcotics_ like heroin, codeine, morphine, methadone, and opium cause such negative effects as anxiety, mood swings, nausea, confusion, constipation, and respiratory depression. Overdose may lead to convulsions, coma, and death. The risk of being infected with HIV/AIDS or other diseases increases significantly if you inject drugs and share needles, and there is a high likelihood of developing a physical and psychological dependence on these drugs.
Stimulants – cocaine, amphetamines, and others – can cause agitation, loss of appetite, irregular heartbeat, chronic sleeplessness, and hallucinations. Cocaine and crack cocaine are extremely dangerous and psychologically and physically addictive. An overdose can result in seizures and death.

Tobacco, with its active ingredient nicotine, increases your heart rate and raises your blood pressure. The tar in cigarette smoke is a major cause of cancer and other respiratory problems. Carbon monoxide in cigarette smoke can promote arteriosclerosis, and long-term effects of smoking include emphysema, chronic bronchitis, heart disease, and lung cancer.

Drug use by Students and Employees

The University is committed to maintaining a drug and alcohol-free environment for its students and employees, in compliance with applicable federal and state laws. Students or employees who violate federal or state laws concerning the possession, use, or sale of drugs or alcohol are subject to criminal prosecution, as UConn Police actively enforce these laws. Those who violate University policies may also be subject to institutional sanctions.

No one under the age of 21 (twenty-one) may store, possess, or consume alcoholic beverages on any property under the control of the University of Connecticut, including UConn controlled or owned housing. Persons of legal drinking age—21 years of age or older—may possess or consume alcoholic beverages only in areas or at functions specifically designated or approved for such use.

The unlawful or unauthorized possession, use, distribution, dispensation, sale, or manufacture of controlled substances or alcohol is prohibited on University property or as part of any University activity. Students will also be subject to disciplinary action for violations of the alcohol or drug policy that occur off campus or on private property. Employees or students who violate the policy may be disciplined in accordance with University policies, statutes, rules, regulations, employment contracts, and labor agreements, up to and including dismissal and referral for prosecution. The University may contact the parents of students under the age of 18 for violations of Responsibilities of Student Life: The Student Code (The Student Code).
Disciplinary Actions of University Employees

Employees are subject to disciplinary action – including discharge – for unauthorized consumption of alcohol on institutional time or property; inability to perform satisfactorily their assigned duties as a result of consuming alcohol; illegal or excessive use of drugs, narcotics, or intoxicants; or unauthorized sale or distribution of drugs, narcotics, or intoxicants.

If you have a problem with controlled substances or alcohol, please seek professional advice and treatment. You may seek confidential help with your problem or obtain a list of counseling and assistance programs by calling the Faculty/Staff Employee Assistance Program at 860-679-2877 or toll-free (in CT) 800-852-4392. In some cases, your supervisor may direct you to request this information.

Violation of the Drug Policy by University Students

Students who illegally possess, use, distribute, sell, or manufacture drugs are subject to disciplinary action and may be dismissed from the University. For more information regarding the policy and sanctions, see The Student Code at www.community.uconn.edu.

The University provides educational programs and counseling to students who are substance abusers or who are affected by the substance abuse of others. For confidential help with these problems, contact the Counseling Center at 860-486-4705.

Drug and Alcohol Possession: State Laws

In Connecticut, it is against the law to sell or deliver alcohol to anyone under 21 (twenty-one), or to any intoxicated person [Connecticut Statutes Title 30]. Violations can result in fines of up to $1,000 or imprisonment up to one year in jail or both. It is also illegal for a person under 21 to present false identification in an attempt to purchase alcohol. On-campus violations are strictly enforced by UConn Police. UConn Police are sworn as Mansfield constables and as such are authorized to enforce violations off-campus. The State of Connecticut has enacted “minor in possession laws” that make it illegal for anyone under the age of 21 to possess alcohol or host underage drinking parties on either private or public property. These laws are meant to discourage underage drinking that often leads to minors committing more serious offenses. The UConn Police Department enforces all state laws regarding underage drinking. Connecticut law strictly prohibits the possession of alcohol by minors on both public and private property and the penalties for first offense could result in fines not less than $200 and not more than $500. Anyone under 21 found in possession of alcohol on a public street or highway will be facing the following penalties:
- You will be subject to a 60-day suspension of your driver’s license.
- If you are not a licensed driver, you will have to wait 150 day before being eligible to apply for a driver’s license.

Anyone under 21 who is found possessing alcohol in any other public or private location will be facing the following penalties:

- You will be subject to a 30-day suspension of your driver’s license.
- If you are not a licensed driver, you will have to wait 150 day before being eligible to apply for a driver’s license.

Connecticut General Statutes Section 14-111e(a) and 14-111e(b),

**Minors Making False Statement to Obtain Alcohol**

Any licensed establishment that sells alcohol may require you to sign a statement attesting that you are legally over the age of 21. Making a false statement will result in the following penalties:

- You will be fined up to $50.00 for a first offense.
- You will be fined up to $125.00 for a second or any subsequent offense

Connecticut General Statutes Section 30-86a

**Drug Possession: Federal Laws**

Under federal sentencing guidelines, federal courts can sentence simple-possession first offenders up to one year in imprisonment and a fine of at least $1,000.00 but no more than $100,000. Penalties for subsequent convictions are significantly greater. There are separate penalties for possession of cocaine. Possession of more than five grams of cocaine can result on a maximum sentence of 20 years; the fine can be up to $250,000 fine if:

- 1st conviction and over 5 grams possessed, or
- 2nd conviction and over 3 grams possessed, or
- 3rd conviction and over 1 gram possessed.

The UConn Police enforces Federal and State drug laws.
Weapons on Campus

Possession and/or use of firearms, fireworks, dangerous weapons and hazardous chemicals is strictly prohibited and in many cases violates state law. This applies to students and employees except where authorized to handle weapons or chemicals. (See Student Conduct Code http://www.community.uconn.edu/student_code.html and General Rules of Conduct for Employees as published by the department of Human Resources http://www.hr.uconn.edu/about/pandptoc.html)

Behavioral and Threat Assessment Team

The University of Connecticut provides procedures for referral, evaluation, and suitable alternatives to manage potentially disruptive behaviors and/or well-being concerns. The Behavioral Threat Assessment Team (BTAT) is comprised of an Assessment Oversight Committee, and two team components, a Care Team focused on students, and an Employees of Concern Team focused on employees. The Care and Employee of Concern Teams each meet regularly to evaluate behaviors by University students or employees that are perceived to be threatening, harming or disruptive to themselves, others or both, and to coordinate an appropriate response. Such response may include referral to appropriate internal or external resources. The BTAT exists for the safety of students and employees. Its key objective is to develop intervention strategies, enhance mediations, foster a compassionate response, and provide services in an appropriate manner.

The following offices may assist you with reporting:

Community Standards, Wilbur Cross, Room 301, 233 Glenbrook Rd, Unit 4119 Storrs, CT, 06269. 860-486-8402 (Phone) community@uconn.edu

Community Standards has been entrusted with the responsibility of managing Responsibilities of Community Life: The Student Code. Through the student conduct process and other educational initiatives, Community Standards supports the University’s mission by helping students develop and become positive contributing members of our University and beyond. Community Standards works to protect the rights of students by providing them with a fair and equitable process in resolving behavioral complaints.

Department of Human Resources: Labor Relations, 9 Walters Ave, Brown Building, Depot Campus U-5075, Storrs, CT 06279 (860) 486-5684
The Labor Relations team in Human Resources provides the University community with sound guidelines on how to manage their human resources effectively and efficiently and to be responsible for documenting, developing and implementing policies, procedures and mandates that support the University's mission.

Every community member is responsible for fostering a positive environment by following the policies and procedures of the University of Connecticut.

Suicide Prevention Resources

The safety of our community is our main concern. The University of Connecticut “Be Aware, show you Care!” Campaign is one of many ways that the community helps each other. Over 14 departments work with the Suicide Prevention Committee all year to provide events, training, and resources to the community to communicate that there is hope and help for everyone.

For resources and more information please go to: http://www.suicideprevention.uconn.edu/

Intimate Partner Violence

Intimate partner violence (IPV) is described as physical, sexual, or psychological harm by a current or former significant other. This type of violence can occur among heterosexual or same-sex couples. It does not require sexual intimacy. Our goal is to educate and prevent this type of violence before it starts by promoting communication and other healthy behaviors when dealing with relationship violence.

Please go to http://sexualviolence.uconn.edu/violence/report.html to see your reporting options to protect yourself or help a friend.

Sexual Assault Prevention and Response

According to Connecticut law, sex crimes involve the use of force or threat of force to sexually touch or sexually penetrate the victim’s body or forcing the victim to touch or penetrate the
offender’s body. Threats of death or use of a weapon increases the severity of legal charges. Sex crimes can be prosecuted even if the victim knew the attacker; the victim did not fight back; the victim had consensual sex with the attacker previously; or the victim was intoxicated or unconscious.

What to do if you are Sexually Assaulted

Seek medical attention immediately. It is important to preserve evidence, so do not shower, change clothes, or disturb the scene of the attack. If you change clothes, put all clothing you were wearing at the time of the attack in individual paper bags (do not use plastic bags). Go to the emergency room of a hospital, and ask a friend to go with you if possible. Hospital personnel will treat the physical consequences of assault, such as injury, infection, disease, and pregnancy. They can collect evidence that will be needed if you report the crime. You may choose whether to speak with police about the assault. The University encourages all victims of sexual assault to report it promptly to UConn Police or the appropriate police agency for the jurisdiction where the incident occurred. A victim who reports a sexual assault has the option to notify local law enforcement and UConn Police will assist the victim. Whether UConn Police or local law enforcement handles the investigation of the crime will depend on the location of the assault, the victim may be referred back to the UConn Police to report the crime and have the crime investigated.

Individuals may also report a sex offense to the University’s Title IX coordinator. The Title IX Coordinator’s office is responsible for coordinating the University’s compliance with Title IX. The Title IX Coordinator is the Associate Vice President of the Office of Diversity and Equity (ODE); (860) 486-2943; at 241 Glenbrook Road Wood Hall ~ Unit 4175 Storrs, Connecticut 06269-4175. The University’s sexual harassment policy, including a description of the grievance procedures can be found at the Office of Equal Opportunity and Access website: http://ode.uconn.edu/discrimination/.

Whether or not criminal charges are filed, students accused of sexual abuse or assaults are subject to disciplinary actions from the University as outlined in The Student Code. Both the accuser and the accused are entitled to the same opportunities during a disciplinary proceeding.

The University may impose the following sanctions following a final determination in a disciplinary proceeding regarding sexual assault, acquaintance rape or other forcible or non-forcible sex offense: University Probation, University Suspension, or University Expulsion. In addition to the previously mentioned, educational sanctions may also be imposed. Both the alleged victim and the accused will be informed of the outcome. The University of Connecticut
LOCAL HOSPITALS

Windham Hospital • 112 Mansfield Ave •
Willimantic, CT 06226
Telephone: 860-456-9116

Area Point Area
365 Montauk Ave, New London, CT
06320
Telephone: 860-442-0711

Hartford Area

Hartford Hospital
80 Seymour St, Hartford, CT 06116
Telephone: 860-545-5000

Manchester Memorial Hospital
71 Haynes St, Manchester, CT 06040
Telephone: 860-646-1222

Rockville General Hospital
31 Union Street
Vernon, CT 06066
Telephone: 860-872-050

Saint Francis Care
114 Woodland Street
Hartford, Connecticut 06105
Telephone: 860-714-4000

University of Connecticut Health Center
263 Farmington Ave, Farmington, CT
06032
Telephone: 860-679-2406

Stamford Area

Stamford Hospital
30 Shelburne Road
Stamford, CT 06904
203-276-1000

Torrington & Waterbury Area

St Mary's Hospital
50 Franklin St, Waterbury, CT 06706
Telephone: 203-769-6000

Waterbury Hospital
64 Robbins Street
Waterbury, CT 06708
203-573-6000

will disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the final results of any disciplinary proceeding conducted by the institution with respect to that alleged violation. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim.

The University will change a victim's academic and living situations, if those changes are requested and are reasonably available.

After you Report a Sexual Assault

Individuals at the Rape Crisis 24-hour Hotline (888-999-5545) and Sexual Assault Crisis Center of Eastern Connecticut Office Hotline (860-456-2789) can talk with you about your decision to report the crime and help you find any non-campus resources you may need.

Campus-based resources can assist with campus needs such as requests to change your academic or living situation because of the attack. Several campus and community counseling services are available to you. See page 19 for contact information.
## Campus-Based Resources

<table>
<thead>
<tr>
<th><strong>Student Health Services (24 hours)</strong></th>
<th><strong>Office of Diversity and Equity &amp; Title IX Coordinator</strong></th>
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</thead>
<tbody>
<tr>
<td>234 Glenbrook Road, Unit 4011, Storrs, CT 06269</td>
<td>241 Glenbrook Road, Unit 4175, Storrs, CT 06269</td>
</tr>
<tr>
<td>Phone: 860-486-4700 (24-Hour Advice Nurse) Phone: 860-486-2719 (Appointment Desk)</td>
<td>Phone: 860-486-2943 Website: <a href="http://www.ode.uconn.edu">www.ode.uconn.edu</a>/</td>
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</tbody>
</table>

Student Health Services provides crisis and follow-up care for victims of sexual assault. This office offers free medical examinations, medications, STD testing and crisis counseling and will assist in arranging referral services for evidence collection.

**Office of Diversity and Equity & Title IX Coordinator**
Wood Hall, Room 137

ODE is the University's neutral investigatory unit charged with investigating and resolving internal complaints of discrimination and discriminatory harassment (including sexual harassment) by individuals who are injured by the discriminatory behavior of a University employee or University vendor.

<table>
<thead>
<tr>
<th><strong>Office of Community Standards</strong></th>
<th><strong>Department of Residential Life Rome Hall, Ground Floor</strong></th>
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<tbody>
<tr>
<td>Wilbur Cross Building, Room 301</td>
<td>626 Gilbert Road Extension, Unit 1022, Storrs, CT</td>
</tr>
<tr>
<td>233 Glenbrook Road, Unit 4119, Storrs, CT 06269</td>
<td>Phone: 860-486-2926 Website: <a href="http://www.reslife.uconn.edu/index.html">www.reslife.uconn.edu/index.html</a></td>
</tr>
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</table>

The Office of Community Standards manages behavioral complaints regarding students and works with students who are struggling with community living.

<table>
<thead>
<tr>
<th><strong>Department of Residential Life Rome Hall, Ground Floor</strong></th>
<th><strong>Office of Student Services and Advocacy</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>626 Gilbert Road Extension, Unit 1022, Storrs, CT</td>
<td>Phone: 860-486-3426 Website: <a href="http://www.ossa.uconn.edu">www.ossa.uconn.edu</a></td>
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Department of Residential Life staff are knowledgeable about campus services and can help victims receive assistance, including expediting the campus judicial process or changes in housing.

<table>
<thead>
<tr>
<th><strong>Office of Student Services and Advocacy</strong></th>
<th><strong>UConn Women's Center</strong></th>
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</thead>
<tbody>
<tr>
<td>Wilbur Cross Building, 2nd Floor, Room 203</td>
<td>Student Union, 4th Floor</td>
</tr>
<tr>
<td>233 Glenbrook Road, Unit 4062, Storrs, CT 06269</td>
<td>2110 Hillside Road, Unit 3118, Storrs, CT 06269</td>
</tr>
<tr>
<td>Phone: 860-486-3426</td>
<td>Phone: 860-486-4738</td>
</tr>
<tr>
<td>Website: <a href="http://www.ossa.uconn.edu">www.ossa.uconn.edu</a></td>
<td>Website: <a href="http://www.womenscenter.uconn.edu">www.womenscenter.uconn.edu</a>/</td>
</tr>
</tbody>
</table>

The Office of Student Services and Advocacy assists victims with academic and personal concerns that arise after an assault.

<table>
<thead>
<tr>
<th><strong>UConn Women's Center</strong></th>
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</thead>
<tbody>
<tr>
<td>Student Union, 4th Floor</td>
<td>2110 Hillside Road, Unit 3118, Storrs, CT 06269</td>
</tr>
<tr>
<td>Phone: 860-486-4738</td>
<td>Website: <a href="http://www.womenscenter.uconn.edu">www.womenscenter.uconn.edu</a>/</td>
</tr>
</tbody>
</table>

The Women's Center provides advocacy, support services, information and referral services to individuals who have, or think they might have, experienced sexual assault, dating/domestic violence, and/or stalking. The Women's Center provides these services to both female and male survivors.

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Sex Offender Registration

The Connecticut Department of Public Safety maintains a central registry of persons who have been convicted of certain sex offenses and are required to register with the police in the jurisdiction in which they reside. The main web page for the University of Connecticut Police Department contains a link to the State of Connecticut sex offender registry or go to:

Security Awareness Programs and Crime Prevention

The UConn Police Department attempts to prevent crimes from occurring rather than react to them after the fact. The goal of crime prevention is to eliminate or minimize criminal opportunities whenever possible and to encourage students, faculty, and staff to be responsible for both their own safety and the safety of others. During New Student Summer Orientation, students and their parents are informed about the types of crimes that may occur on campus and prevention resources offered by UConn Police. In 2012 UConn Police, in cooperation with other organizations, provided approximately 300 presentations to the campus community. Information about these presentations/workshops is listed on our website at
http://www.police.uconn.edu/communitypolice.html. We encourage you to take time to browse the website for further information regarding other public safety resources available to the campus community.

The UConn Police Department is committed to community outreach programs directed toward our student body and employees in an effort to inform students and employees about campus security procedures/practices and to promote awareness and enhance personal safety and well-being, both on campus and in the world beyond. Examples of these programs include:

- A general “Crime Prevention & Safety” program geared towards students, faculty & staff. This program provides necessary information to practice safe behaviors on and off
campus by incorporating safety into daily routines and to prevent crimes against people and property.

- A presentation and tour is given to “First Year Experience” classes which provides material which specifically targets first year and transfer students who are new to the university community.

- During “New Student Orientation,” students and their parents are informed of the resources that are available through the UConn Police Department.

- “Active Threat” training is provided to the UConn Community to provide information on making quick, purposeful decisions in the event of a critical incident.

- A “Workplace Violence” program is available to student employees, faculty and staff to assist them in identifying, preventing and handling workplace violence.

In addition, the UConn Police offers specific programs on alcohol & drug awareness, driving while intoxicated (DWI), hate & bias crimes, identity theft and dating violence while these programs are mainly taught at Storrs; the UConn Police will assist Regional Campuses with these programs upon request.

Individual awareness, cooperation and involvement are critical to the success of any campus safety program. Everyone must assume responsibility for their own personal safety and the safety of others.

Educating students about safety issues is also of prime concern to the residence hall staff. Education is done through floor meetings, educational programs on special topics, fliers, posters and information placed on bulletin boards. Residents must accept responsibility for their own safety by attending the programs, keeping informed about security risks and by exercising safety-conscious behavior.

**Educating Students and Staff about Sex Offenses**

The University of Connecticut is committed to providing the safest environment possible for study and work. Part of that commitment includes educating current and prospective students and employees about campus security. Many of the educational opportunities described below focus wholly or in part on rape awareness and prevention.
Safety Techniques Awareness Resource Team (S.T.A.R.T.)

The S.T.A.R.T. program of the UConn Police Department focuses on enhancing the safety of the community by establishing connections and providing educational training and awareness on sexual and domestic violence prevention and intervention. Through civic outreach and coordination with campus-based and statewide resources, this unit directs its efforts towards creating a culture of respect, civility, and accountability. Among some of the programs the unit delivers are Rape Aggression Defense System Programs, sexual assault prevention and intervention, and other tailored programs upon request.

Rape Aggression Defense (R.A.D.)

The Rape Aggression Defense System consists of realistic, self-defense tactics and techniques—with comprehensive courses for men and women. It begins with awareness, prevention, risk reduction and avoidance, and basic safety techniques training.

R.A.D. is not a martial arts program. Our courses are taught by certified R.A.D. instructors and provide a workbook/reference manual, which outlines the entire physical defense program for continuous personal growth.

The R.A.D. System of physical defense is taught at many colleges and universities. The growing, widespread acceptance of this system is primarily due to the ease, simplicity and effectiveness of our tactics, solid research, legal defensibility, and unique teaching methodology.

UConn Police currently offers the following courses:

- **R.A.D. for women** - This course has its foundations in education and awareness. The course includes lecture, discussion and self-defense techniques suitable for women of all ages and abilities. Classes range from a minimum of twelve to fourteen hours.

- **R.A.D. for men** - In this course participants will have the opportunity to: raise their awareness of aggressive behavior, recognize how aggressive behavior impacts their lives, learn steps to avoid aggressive behavior, consider how they can be part of reducing
aggression and violence, and practice hands-on self-defense skills to resist and escape aggressive behavior directed toward them. This program is designed to empower participants to make safer choices when confronted with aggressive behavior.

For more information, please visit [http://www.police.uconn.edu/UCRAD_CSP.php](http://www.police.uconn.edu/UCRAD_CSP.php) or email us at: uconnpd.rad@uconn.edu

**Emergency Phones**

The University of Connecticut has an extensive network of blue emergency phones located in all campus buildings, parking garages and in numerous bus shelters. They are also located on streets and walkways across campus.

The phones are connected directly to the UConn Police Department and are monitored 24-hours a day, 7 days a week, including all holidays.

The phones can be used to request help, report a crime in progress, report suspicious activities, request an escort, or for any other type of emergency you may encounter.

If you need help, press the button on the emergency phone. The call will be answered by the UConn Police Department Dispatch center. They will ask you to explain your situation and will send the appropriate help to your location.

As part of your safety preparedness you should be aware of the locations of the nearest emergency phones as you move around campus. Become familiar with the location at: [http://www.police.uconn.edu/bluephones.htm](http://www.police.uconn.edu/bluephones.htm)
**Personal Safety Tips**

- Always keep your doors and windows locked.
- If possible, let a friend or roommate know where and with whom you’ll be and when you’ll be back when you go out.
- Trust your instincts! If you feel uncomfortable about someone near you on the street, in an elevator, or getting off a bus, head for a populated place or yell for help.
- Use well-lit and busy sidewalks.
- Avoid walking alone or walking near vacant lots, alleys, construction sites, and wooded areas.
- Learn the locations of emergency phones on campus.
- Carry a cell phone, whistle, or a personal alarm to alert people that you need help.
- In an elevator, stand near the controls. If you feel threatened, hit the alarm and as many floor buttons as you can.
- When you’re on a bus, sit as near the driver as possible.
- Try to park in an area that will be well lit and heavily traveled when you return.
- Lock your car doors and roll up the windows completely -- even if you’re only running a quick errand. Do not leave valuables such as MP3 players and GPS units in plain view.
- Stay alert at all times and call the police immediately to report suspicious activity.
- Never leave personal property -- including book bags and laptops -- unattended.
- Listening to loud music or using your cell phone distracts you from being alert to potential safety issues. Unplug yourself and tune in to your immediate environment.
- When driving, be aware of pedestrians and bicyclists and yield to them when required by law.
- Register your contact information with http://alert.uconn.edu/about.php
Off-Campus Crimes and UConn Police

UConn Police do NOT provide primary law enforcement services to off-campus residences or to any sorority and/or fraternity located off-campus. UConn Police maintains partnerships with Community Standards, Connecticut State Police and Off-Campus Student Services to facilitate or assist with resources if needed.

University jurisdiction shall be limited to student conduct that occurs on University premises or at University-sponsored or University-supervised events (including students involved with off-campus internships and study abroad programs). However, the University may apply The Student Code to students whose misconduct has a direct and distinct adverse impact on the University community, its members, and/or the pursuit of its objectives regardless of where such conduct may occur. Such behavioral concerns may be referred to the Office of Community Standards.

Criminal Activity Off-Campus

The Office for Student Services & Advocacy maintains close contact with the Connecticut State Police and UConn departments to monitor criminal activity involving students and student organizations. When reports from police departments are obtained, they are forwarded to the appropriate units for further action.

Decisions regarding application of The Student Code to off-campus issues are determined by the Office of Community Standards and will be managed by them.

Emergency Preparedness Plans

The UConn Police has a comprehensive emergency operations plan that details immediate response and evacuation procedures, including the use of electronic and cellular communication. The University’s Campus Emergency Operations Plan includes information on University operating status parameters; incident priorities; shelter-in-place and evacuation guidelines and overall command and control procedures. For more information on shelter, in place or evacuation guidelines please visit: http://www.reslife.uconn.edu/fire_safety.html

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UConn police officers, supervisors and other university members have received training in Incident Command System (ICS) and the National Incident Management System (NIMS). When a serious incident occurs that causes an immediate threat to campus, the first responders to the scene typically are members of the UConn Police Department, Connecticut State Police, UConn Fire Department, and/or the Mansfield Fire Department. These departments work together to manage a large incident. Depending on the size, scale and seriousness of the incident, other University departments and/or other local or state or federal agencies could also be involved in responding to the incident.

If a situation arises that poses a verified, imminent, or ongoing potential threat to the safety, security, or health of students or employees, Safety Alerts will be issued to expedite emergency response and/or evacuation procedures. The goal of a Safety Alert is to notify as many people as possible, as rapidly as possible, and to provide adequate follow-up information as needed. Follow-up information will be available via use of the University Alert Notification System (use of text, email, web alert) on a case-by-case basis. If follow-up information is critical to the community, it may be disseminated using additional mechanisms at the discretion of the Chief of Police or designee. Additional mechanisms may include public media outlets and face to face communications. Campus Alerts are issued for incidents such as an active threat/shooter, major hazardous materials release, major fire, extended power outage, infectious disease outbreak, or a tornado that would directly impact campus.

The University has implemented a formal process that gives the on-duty UConn Police shift supervisor, Fire Chief or Director of Public Safety & Police Chief, and/or designee the authority to confirm a significant emergency or dangerous situation; to develop the content; and to initiate some or all of the campus alert systems to send an emergency message to the campus community. The process also stipulates that an immediate emergency message will not be sent if, in the professional judgment of authorities, the message would compromise efforts to assist a victim, or to contain, respond to or otherwise mitigate the emergency. It also authorizes the on-duty UConn Police shift supervisor, Fire Chief, Deputy Chief, Director of Public Safety & Police Chief and/or designee to create and initiate the Campus Alert. The Chief or director of Public Safety and/or designee may also consult directly the Office of the President to ensure an
immediate, timely notification to the campus via the emergency notification mechanisms mentioned above.

**Sign-up for the University Alert System for Emergency Notification**

In the event of an actual emergency, the campus community will be notified through text messaging, e-mail, and the Alert Notification Website. It is the students' responsibility to register their cellphones through the website. If you have a NetID, please go to [http://alert.uconn.edu/about.php](http://alert.uconn.edu/about.php) to register your cellphone.

For individuals without a NetID, including parents and neighbors, you can download the "myUConn" official Mobile App. The App has many features including access to the Alert Banner in the Notification Website. To read more about the App or to download, please go to [http://my.uconn.edu/](http://my.uconn.edu/)

**Missing Student Policy**

If a member of the university community has reason to believe that a student is missing, whether or not the student resides on campus, all possible efforts will be made to locate the student to determine his or her state of health and well-being through the collaboration of UConn Police Department, Office of Student Services and Advocacy, Residential Life staff, and local law enforcement.

At the beginning of each year or upon matriculation, all students are given the opportunity to identify an individual to be contacted by the University in case of emergency.

This contact information is subject to the University’s FERPA Policy. (See: [http://policy.uconn.edu/findPolicy.php?PolicyID=407](http://policy.uconn.edu/findPolicy.php?PolicyID=407)) Consistent with Clery Act requirements, all students living in on-campus housing are also given the option each year, or upon moving into on-campus housing, to designate a confidential contact for use in case the student is reported missing. Although the same contact may be provided for both purposes, by law the missing student contact is distinct from the general emergency contact provided by all students, and is
held to a higher standard of confidentiality than the general emergency contact. It will be accessible only to authorized University personnel, and disclosed only to law enforcement personnel in furtherance of an investigation. To help ensure timely and complete notification and investigation in all missing student situations, confidential missing student contact should be provided and updated as necessary at www.peoplesoft/emergencycontact/whatever.shtml.

If a member of the university community has reason to believe that any student is missing, they should contact the UConn Police Department at 860-486-4800 any time. The UConn Police department will initiate formal investigation promptly, or ensure that the appropriate law enforcement agency initiates an investigation if the student’s disappearance occurred from an off campus location. The UConn Police Department will communicate with one or both of the following departments:

- Office of Student Services and Advocacy (OSSA) at (860) 486-3426
- Residential Life Staff at (860) 486-9000

If OSSA and/or Residential Life are contacted first they will promptly contact UConn Police Department at (860)486-4800 and, in collaboration therewith, attempt to locate the student.
UNIVERSITY OF CONNECTICUT
REGIONAL CAMPUSES

UCONN | AVERY POINT

The University of Connecticut at Avery Point is located on the Connecticut shoreline, in the city of Groton, at the mouth of the Thames River. It is an open campus, situated on 72 acres of land, containing 27 buildings, 13 parking lots facilitating approximately 750 vehicles. It is a commuter campus with no residence halls. In addition to University of Connecticut students, faculty, and staff, the University leases building, office, and parking space to several other community and government agencies.

Police personnel are assigned 24 hours a day, 7 days a week to the Avery Point Substation. Their contact number is (860) 405-9088. Emergency fire and medical services are handled by the Groton City Fire Department and Groton Ambulance.

For more information about the campus, please visit http://www.averypoint.uconn.edu/index.php

UCONN | SCHOOL OF LAW

The Hartford Substation is located on the campus of the UConn School of Law in downtown Hartford. UConn police officers from this substation cover the law school and the greater Hartford Regional Campus, located a short distance away in the Town of West Hartford. Each campus has five buildings and no residence halls. Both are open campuses.

UConn Police Officers patrol both campuses on foot, bicycle and in patrol cars from 7:00 a.m. until 11:00 p.m. Sunday thru Friday and 7:00 a.m. until 8:00 p.m. on Saturday. After hours alarms are directed to the Hartford Police for the school of law and the West Hartford Police for the Greater Hartford regional campus. The contact number for UConn Police at the Hartford Substation is (860) 570-5173.

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For more information about the campus, please visit http://www.uconn.edu/law-campus.php or http://www.uconn.edu/greater-hartford-campus.php

Greater Hartford Campus: Maintenance of Campus Facilities

Facilities and landscaping at the Greater Hartford Campus are maintained in a manner that minimizes hazardous conditions. UConn Police regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to Facilities Operations for correction. Members of the Student Government occasionally canvass the campus, take note of safety concerns (i.e. potholes, dimly lit areas, unsanctioned paths, blue lights, etc.) and present the concerns to the campus administration and facilities. Other members of the University community are helpful when they report equipment problems to the UConn Police or to Facilities Operations. Facilities Operations has a procedure to handle all emergency requests. Facilities assign a Priority code #1 to emergency requests that could result in an immediate or imminent threat to life, or severe property damage: i.e. flooding, no power, broken windows.

UCONN | STAMFORD

The Stamford campus is located in downtown Stamford. It consists of an academic building and a three level parking garage.

UConn Police are on duty at the Stamford campus twenty-four hours a day, seven days a week. The campus is open from 7:00 a.m. until 11:00 p.m. Monday thru Thursday, 7:00 a.m. until 5:00 p.m. Friday and Saturday. The campus is closed on Sundays and major holidays. Emergency access after normal business hours is available by contacting the police at (203) 251-9508.

Emergency fire and medical service is handled by the Stamford Fire Department and Stamford Emergency Medical Service (SEMS).

Members of the Gamma Pheta Chapter of Delta Phi Epsilon sorority reside at 53 Stephen Street, Stamford, CT. This property is located several city blocks from the campus. It is privately owned and the residents pay rent directly to the owner. Emergency service at this location, if required, is provided by the City of Stamford.

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For more information about the campus, please visit http://www.uconn.edu/stamford-campus.php

Stamford Regional Campus: Maintenance of Campus Facilities

When UConn Police patrol the Stamford campus they report lights out, potholes in the parking garage and any unsafe conditions in the surface of the sidewalks to Facilities. During the winter season UConn Police notify of any snow or icing conditions to the garage ramps, third level uncovered garage area, and sidewalks around campus to prevent hazardous conditions for vehicles and pedestrians.

Blue phones are tested monthly by UConn Police and problems are reported immediately for priority repair.

Stamford Campus facilities manager provides an updated emergency contact list to UConn Police. Emergencies issues handled though the list are but not limited to flooded boiler room, broken windows, generator failure, fire alarm malfunctions, snow and ice conditions.

UCONN | TORRINGTON

The University of Connecticut at Torrington is an open campus, situated on 104 acres of land, containing 2 buildings, a parking lot that facilitates approximately 260 vehicles. It is a commuter campus with approximately 250 students with no residence halls. The University has approximately 70 employees at the Torrington Campus. UConn Police Officers from the Waterbury Police Substation cover this campus on a part time basis; Monday thru Thursday, 4 hours during the day and 4 hours during the evening and four hours of coverage during the day on Friday.

For more information about the campus, please visit http://uconn.edu/torrington-campus.php

UCONN | WATERBURY

The Waterbury Substation has police coverage Monday through Friday from 7:00 a.m. to 11:00 p.m. hours and Saturday and Sunday from 7:00 a.m. to 3:00

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p.m. Officers at this location provide police services for the Waterbury and Torrington campuses.

The University of Connecticut at Waterbury is located on East Main Street in the center of the city. It is an open campus, situated on approximately one acre, containing one building with three floors and an attached parking garage with 3 levels, which facilitates approximately 280 vehicles. The campus also utilizes a town parking garage across the street. It is a commuter campus with approximately 1100 Students with no residence halls. The contact number for UConn Police at the Waterbury campus is (203) 236-9950.

For more information about the campus, please visit [http://www.uconn.edu/waterbury-campus.php](http://www.uconn.edu/waterbury-campus.php)

**Waterbury Regional Campus: Maintenance of Campus Facilities**

Facilities and Landscaping are maintained in a manner that minimizes hazardous conditions. UConn Police regularly patrol the campus and report malfunctioning lights and other potentially unsafe physical conditions to Facilities for correction. Throughout the entire calendar year, Officers and Facilities canvass the entire campus and make notes of safety concerns (i.e. potholes, lighting issues, blue lights, etc.) and present the concerns to Administration and Facilities. Emergency blue phones are tested a minimum of 4 times per calendar year by Officers. Other members of the University community are helpful when they report equipment problems to the UConn Police or to Facilities Operations and Services. Facilities Operations has a designated emergency contact procedure to handle hazardous conditions after facilities normal working hours.
Annual Disclosure of Crime Statistics

As required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the UConn Police Department’s yearly crime statistics are compiled on a calendar-year basis in accordance with the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting (UCR) system. The report includes statistics for the previous three years concerning crimes that occurred on campus and were reported to UConn Police or designated campus officials. Additionally, these statistics include persons referred for campus disciplinary action for categories required by the Clery Act, including liquor and drug law violations and illegal weapons possession. Statistical information for certain off-campus locations or property owned or controlled by the University, as well as public property within or immediately adjacent to and accessible from campus, are collected or requested from the neighboring police departments. The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the University community obtained from the following sources: the UConn Police Department, Connecticut State Police, Hartford Police, West Hartford Police, Groton Police, Groton City Police, Stamford Police, Torrington Police, and Waterbury Police, and individuals identified as Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year in which the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities.

All of the statistics are gathered, compiled, and reported to the University community via the Annual Security and Fire Safety Report, which is published by the University of Connecticut Police Department. UConn Police Department submits the annual crime statistics published in the Report to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Note: As the FBI, in its own crime report, notes: Caution should be exercised in making any inter-campus comparisons of schools, as University/college crime statistics are affected by a variety of factors. These include: demographic characteristics of the surrounding community ratio of male to female students, numbers of on campus residents, accessibility of outside visitors, and size enrollment.
## Offenses Reported

<table>
<thead>
<tr>
<th>Crime Category</th>
<th>2010 Incidents</th>
<th>2011 Incidents</th>
<th>2012 Incidents</th>
<th>Residence Halls&lt;sup&gt;1&lt;/sup&gt; 10/11/12</th>
<th>On Campus 10/11/12</th>
<th>Public Property 10/11/12</th>
<th>Non-Campus Building or Property 10/11/12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>0&lt;sup&gt;2&lt;/sup&gt;</td>
<td>0</td>
<td>0</td>
<td>0/0/0</td>
<td>0/0/0</td>
<td>0/0/0</td>
<td>0/0/0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
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<td>0</td>
<td>0</td>
<td>0/0/0</td>
<td>0/0/0</td>
<td>0/0/0</td>
<td>0/0/0</td>
</tr>
<tr>
<td>Robbery</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>0/1/0</td>
<td>2/3/0</td>
<td>0/0/0</td>
<td>0/0/0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
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<td>3</td>
<td>1</td>
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<td>3/3/0</td>
<td>0/0/0</td>
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<tr>
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<td>26</td>
<td>54</td>
<td>39</td>
<td>15/36/10</td>
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<td>47/44/20</td>
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<td>554</td>
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<td>174</td>
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<td>40/70/93</td>
<td>135/164/193</td>
<td>17/10/13</td>
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<td>Drug Violation Referrals</td>
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<td>100</td>
<td>177</td>
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<tr>
<td>Weapons Violations Referrals</td>
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<td>0</td>
<td>1</td>
<td>0/0/1</td>
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<td>0/0/0</td>
</tr>
</tbody>
</table>

### Storrs Main Campus

<sup>1</sup> Resident Halls numbers are also included on campus numbers.

<sup>2</sup> The 2010 reported murder was committed on a non-campus property.

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## Hate Crime Offenses

<table>
<thead>
<tr>
<th></th>
<th>Location</th>
<th>Crime</th>
<th>Bias</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>2 in Residence hall</td>
<td>Vandalism</td>
<td>Ethnicity/national origin</td>
</tr>
<tr>
<td></td>
<td>2 in Residence hall</td>
<td>Vandalism</td>
<td>Religion</td>
</tr>
<tr>
<td></td>
<td>2 on Campus</td>
<td>Vandalism</td>
<td>Religion</td>
</tr>
<tr>
<td></td>
<td>1 in Residence hall</td>
<td>Harassment</td>
<td>Sexual Orientation</td>
</tr>
<tr>
<td></td>
<td>1 in Residence hall</td>
<td>Harassment</td>
<td>Religion</td>
</tr>
<tr>
<td>2011</td>
<td>1 in Residence hall</td>
<td>Intimidation</td>
<td>Religion</td>
</tr>
<tr>
<td></td>
<td>1 in Residence hall</td>
<td>Vandalism</td>
<td>Religion</td>
</tr>
<tr>
<td></td>
<td>1 on Campus</td>
<td>Vandalism</td>
<td>Race</td>
</tr>
<tr>
<td>2012</td>
<td>Location</td>
<td>Crime</td>
<td>Bias</td>
</tr>
<tr>
<td></td>
<td>3 in Residence hall</td>
<td>Vandalism</td>
<td>Race</td>
</tr>
<tr>
<td></td>
<td>1 on Campus</td>
<td>Intimidation</td>
<td>Race</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>----------------</td>
<td>---------------------</td>
<td>----------------</td>
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<tr>
<td>Murder/Non-Negligent Manslaughter</td>
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<tr>
<td>Negligent Manslaughter</td>
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<td>N/A</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>N/A</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>N/A</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>1</td>
<td>N/A</td>
<td>1</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
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<td>N/A</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>N/A</td>
<td>0</td>
</tr>
<tr>
<td>Forcible Sexual Assault</td>
<td>0</td>
<td>N/A</td>
<td>0</td>
</tr>
<tr>
<td>Non-Forcible Sexual Assault</td>
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<tr>
<td>Liquor Violations (arrests)</td>
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<tr>
<td>Liquor Violations Referrals</td>
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<td>Drug Violation (arrests)</td>
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<td>Drug Violation Referrals</td>
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<td>1</td>
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<tr>
<td>Weapons Violations (arrests)</td>
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<td>0</td>
</tr>
<tr>
<td>Weapons Violations Referrals</td>
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<td>N/A</td>
<td>0</td>
</tr>
</tbody>
</table>

Depot Campus

There were no reported hate offenses for the Depot Campus.

---

3 Depot Campus was separated from Storrs Main campus for reporting purposes based on assessor recommendations.
## Offenses Reported

<table>
<thead>
<tr>
<th>Crime Category</th>
<th>2010 Incidents</th>
<th>2011 Incidents</th>
<th>2012 Incidents</th>
<th>Residence Halls 09/10/11</th>
<th>On Campus 09/10/11</th>
<th>Public Property 09/10/11</th>
<th>Non-Campus Building or Property 09/10/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>0/0/0</td>
<td>0/0/0</td>
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<tr>
<td>Negligent Manslaughter</td>
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<td>N/A</td>
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<td>0/0/0</td>
<td>0/0/0</td>
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<tr>
<td>Robbery</td>
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<td>0</td>
<td>0</td>
<td>N/A</td>
<td>0/0/0</td>
<td>0/0/0</td>
<td>0/0/0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>0/0/0</td>
<td>0/0/0</td>
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</tr>
<tr>
<td>Burglary</td>
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<td>0</td>
<td>0</td>
<td>N/A</td>
<td>0/0/0</td>
<td>0/0/0</td>
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<tr>
<td>Motor Vehicle Theft</td>
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<td>N/A</td>
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<tr>
<td>Forcible Sexual Assault</td>
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<tr>
<td>Non-Forcible Sexual Assault</td>
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<td>Liquor Violations (arrests)</td>
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<tr>
<td>Liquor Violations Referrals</td>
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<td>Drug Violation (arrests)</td>
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<td>Weapons Violations (arrests)</td>
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</tr>
</tbody>
</table>

There were no reported hate offenses for the Avery Point Campus.
## Offenses Reported

### Total Offenses

<table>
<thead>
<tr>
<th>Crime Category</th>
<th>2010 Incidents</th>
<th>2011 Incidents</th>
<th>2012 Incidents</th>
<th>Residence Halls 10/11/12</th>
<th>On Campus 10/11/12</th>
<th>Public Property 10/11/12</th>
<th>Non-Campus Building or Property 10/11/12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>0/0/0</td>
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<tr>
<td>Negligent Manslaughter</td>
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<td>N/A</td>
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</tr>
<tr>
<td>Robbery</td>
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</tr>
<tr>
<td>Aggravated Assault</td>
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<td>Liquor Violations (arrests)</td>
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<td>Liquor Violations Referrals</td>
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</tr>
<tr>
<td>Drug Violation (arrests)</td>
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<tr>
<td>Weapons Violations (arrests)</td>
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<td>Weapons Violations Referrals</td>
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</table>

There were no reported hate offenses for the Greater Hartford Campus.

University of Connecticut 39
## Offenses Reported

### Total Offenses

<table>
<thead>
<tr>
<th>Crime Category</th>
<th>2010 Incidents</th>
<th>2011 Incidents</th>
<th>2012 Incidents</th>
<th>Location</th>
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<tr>
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<td>2010 Incidents</td>
<td>2011 Incidents</td>
<td>2012 Incidents</td>
<td>Residence Halls 09/10/11</td>
</tr>
<tr>
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<td>0</td>
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</tr>
<tr>
<td>Robbery</td>
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<td>0</td>
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<td>N/A</td>
</tr>
<tr>
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<tr>
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<td>Liquor Violations (arrests)</td>
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<td>N/A 2/0 0/0 0/0 0/0</td>
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<td>Drug Violation Referrals</td>
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</tr>
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<td>Weapons Violations (arrests)</td>
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</tbody>
</table>

There were no reported hate offenses for the Greater Hartford Campus.
## Offenses Reported

<table>
<thead>
<tr>
<th>Crime Category</th>
<th>2010 Incidents</th>
<th>2011 Incidents</th>
<th>2012 Incidents</th>
<th>Residence Halls 09/10/11</th>
<th>On Campus 09/10/11</th>
<th>Public Property 09/10/11</th>
<th>Non-Campus Building or Property 09/10/11</th>
</tr>
</thead>
<tbody>
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<td>0</td>
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<tr>
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<td>N/A</td>
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<tr>
<td>Liquor Violations Referrals</td>
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<td>0/0/0</td>
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</tr>
<tr>
<td>Drug Violation (arrests)</td>
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<td>0</td>
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<tr>
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There were no reported hate offenses for the Stamford Campus.
## Offenses Reported

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<thead>
<tr>
<th>Crime Category</th>
<th>2010 Incidents</th>
<th>2011 Incidents</th>
<th>2012 Incidents</th>
<th>Location</th>
</tr>
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<td>Residence Halls</td>
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<tr>
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<td></td>
<td></td>
<td></td>
<td>09/10/11</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>09/10/11</td>
</tr>
<tr>
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<td></td>
<td></td>
<td>Non-Campus Building or Property</td>
</tr>
<tr>
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<td></td>
<td>09/10/11</td>
</tr>
<tr>
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<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
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<td>Robbery</td>
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<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Aggravated Assault</td>
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<td>N/A</td>
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<tr>
<td>Burglary</td>
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<td>0</td>
<td>N/A</td>
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<tr>
<td>Motor Vehicle Theft</td>
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<td>N/A</td>
</tr>
<tr>
<td>Arson</td>
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<td>N/A</td>
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<tr>
<td>Liquor Violations (arrests)</td>
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<td>N/A</td>
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<tr>
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<td>0</td>
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<tr>
<td>Drug Violation (arrests)</td>
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<td>0</td>
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<td>Drug Violation Referrals</td>
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<td>Weapons Violations (arrests)</td>
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<tr>
<td>Weapons Violations Referrals</td>
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</table>

There were no reported hate offenses for the Torrington Campus.
## Offenses Reported

### Total Offenses

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<thead>
<tr>
<th>Crime Category</th>
<th>2010 Incidents</th>
<th>2011 Incidents</th>
<th>2012 Incidents</th>
<th>Residence Halls 10/11/12</th>
<th>On Campus 10/11/12</th>
<th>Public Property 10/11/12</th>
<th>Non-Campus Building or Property 10/11/12</th>
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<td>Murder/Non-Negligent Manslaughter</td>
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<td>0</td>
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<tr>
<td>Robbery</td>
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<tr>
<td>Aggravated Assault</td>
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<td>N/A</td>
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<tr>
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</tr>
<tr>
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<td>Weapons Violations (arrests)</td>
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</tr>
</tbody>
</table>

There were no reported hate offenses for the Waterbury Campus.
Clery Act Reporting Descriptions

For purposes of reporting statistics, the University must distinguish criminal offenses according to where they occur. Geographic locations are defined as follows:

- **On-Campus:** (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 food or retail vendor).

- **Non-Campus Building or Property:** (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; 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.

- **Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Hate crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim’s actual or perceived race (RA), religion (RE), sexual orientation (SO), gender (G), ethnicity (E), or disability (D). Reportable crimes that are reported as hate crimes in the chart are coded in row 10–hate crimes. Additional categories for reporting hate crime data for 2008 include larceny, simple assault, intimidation, and destruction, damage, or vandalism of property.

It includes persons not arrested for liquor law violations, drug law violations, or illegal weapons possession, but who were referred for campus disciplinary action. A referral for campus disciplinary action for violation of University policies regarding alcohol, drugs, or weapons does not necessarily mean that a violation of law has occurred. Referrals that were the result of arrest or citation are reflected elsewhere in the chart. Data reported for the number of individuals referred for campus disciplinary action are from the Office for Student Conflict Resolution and University Housing reports.
Classifying Crime Statistics

The statistics that begin on page 27 are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and the Clery Act.

The number of victims involved in a particular incident is indicated for the following crime classifications: murder/non-negligent manslaughter, negligent manslaughter, forcible and non-forcible sex offenses, and aggravated assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart.

The number of incidents involving a particular offense is indicated for the following crime categories (includes one offense per distinct operation): robbery, burglary, larceny, and arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart.

In cases of motor vehicle theft, each vehicle stolen is counted.

In cases involving liquor law, drug law, and illegal weapons violations, each person who was arrested is indicated in the arrest statistics. If an arrest includes offenses for multiple liquor or drug law violations, it is only counted as a drug law violation since it is the more egregious offense.

The statistics captured under the “Referred for Disciplinary Action” section for liquor law, drug law, and illegal weapons violations indicate the number of people who are referred to the student conduct system in the Office of Community Standards and the allegation falls under a Clery definition. Such statistics indicate Community Standards received a referral and a record of the action is on file. Whether or not the student is found “responsible” for violating The Student Code has no impact on statistical reporting.

Statistics for hate crimes are counted in each specific Clery reportable crime category and therefore are part of the overall statistics reported for each year. The only exception to this is the addition of a bias-motivated simple assault resulting in bodily injury; the law requires that this statistic be reported as a hate crime even though there is no requirement to report the crime in any other area of the compliance document.
Definition of Reportable Crimes

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

Negligent Manslaughter: The killing of another person through gross negligence.

Forcible Sex Offenses: Any sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent

Forcible Rape: The carnal knowledge of a person, forcibly and/or against the person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity or because of his/her youth.

Forcible Sodomy: Oral or anal sexual intercourse with another person, forcibly and/or against that person’s will; or not forcibly against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sexual Assault with an Object: The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Forcible Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person’s will; or, not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Non-Forcible Sex Offenses: Unlawful, non-forcible sexual intercourse

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, violence, and/or causing the victim 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. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

**Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

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

**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, etc.

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**Drug Abuse Violations:** Violations 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, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

**Illegal Weapons Law Possession:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.
2012 Annual Fire Safety Report

University of Connecticut Fire Department

The following University of Connecticut Fire Safety Report reflects calendar year 2012 and pertains to on-campus student housing for the University of Connecticut—Storrs campus.

The University of Connecticut has a full time fire department dedicated to providing fire, rescue and EMS services 24 hour a day, seven days a week. Additional duties performed by fire personnel include monthly building, sprinkler valve and extinguisher inspections. Also incorporated within the fire department is the Office of the Fire Marshall and Building Inspector. This office is responsible for code enforcement for all University buildings and construction projects. The University of Connecticut has 127 dormitories that house approximately 12,000 students per semester.

Fire Reporting

If a fire occurs in a UConn building, community members should immediately call 911. The UConn Communications Center will immediately dispatch the UConn Fire Department. If a member of the UConn community finds evidence of a fire that has been extinguished, and the person is not sure whether UConn Fire Department personnel have already responded, the community member should immediately notify the Communications Center at the non-emergency number 860-486-4925 to investigate and document the incident.

On-campus Housing Fire Safety System

All campus housing, apartments, and dormitories have addressable fire alarm systems tied directly to Fire Department Emergency Dispatch. All campus housing, apartments, and dormitories are equipped with fully automatic sprinkler systems which are tied to the fire alarm systems. All systems meet or exceed NFPA standards and are maintained according to applicable codes.
<table>
<thead>
<tr>
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## Storrs Campus Residential Fire Systems 2012

*Regional Campuses DO NOT have Housing Facilities*

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University of Connecticut 52
Institutional Fire Safety Policies

To help promote a fire-safe campus and ensure the safety of all residents, the University identifies items which students may or may not maintain in their residence hall. The following items are always prohibited in residence halls:

- Candles/Incense
- Open flame appliances
- Hot plates
- Halogen lights
- Open element heating devices which include: toaster-ovens, household electric grills/grilling equipment, toasters, electric frying pans, etc.

Students are permitted to maintain certain UL approved appliances in their dormitories which are limited to UL approved coffee makers, UL approved popcorn poppers, and microwave ovens of 700 watts or less.

Certain food preparation items are permitted within the kitchen areas of dormitory apartments only, which are limited to UL approved appliances such as coffee makers, popcorn poppers, toasters, toaster oven, hot plates, electric grills/skillets, microwave ovens, crock-pots, rice cookers, vegetable steamers, etc.

Along with candles, smoking is banned from all residence halls and apartments. Also prohibited are combustibles, flammable liquids and substances of any type (e.g., fuel, kerosene, propane, oil, open paints/thinners, Sterno, charcoal) are prohibited. Charcoal or gas stoves (e.g. Coleman stoves, Hibachis) and/or lamps, gasoline motors or any type, including motorcycles and mopeds are prohibited.

Fire Safety Equipment

Arson, the setting of fire, tampering with or misuse of fire safety equipment (including automatic door closures, smoke detectors, sprinkler heads, fire-alarm systems, fire-fighting equipment, or building security systems) is prohibited and illegal, including the covering or removal of smoke detectors.

For more information about Fire safety go to: http://www.reslife.uconn.edu/fire_safety.html
Fire Log

As of January 2010, the UCONN Public Safety Dispatch Center has kept a daily Fire Log. This Log is available for public inspection for the most recent 60 day period. Any portion of the Fire Log that is older than 60 days is made available within two business days of a request for public inspection.

This Fire Log shall contain the following information:

- The nature of the fire
- The date the fire occurred
- The time of day the fire occurred
- The location of the fire

Emergency Response and Evacuation Procedures

As required by federal and state law, the University of Connecticut has a comprehensive emergency operation plan that details immediate response and evacuation procedures. The Emergency Operations plan includes incident priorities, shelter in place and evacuation guidelines.

As part of the comprehensive emergency operation plan for the University, regularly scheduled drills, exercises, and follow through activities are conducted annually. Minimally, tabletop exercises are conducted for various campus units identified as having emergency response responsibilities in order to test response and evacuations procedures. All exercises are documented and after action reported are completed as appropriate.

University of Connecticut police officers, firefighters, and supervisors received training on the National Incident management System which includes Incident Command System.

Evacuation drills are coordinated by the UConn Fire department working with University Residential Life each semester to ensure the emergency response and evaluation procedures are tested at least twice per year.
Evacuation Procedures for Dormitories

The following evacuation procedures are posted and reviewed by all occupants of each dormitory:

Upon hearing the sounding of fire alarm horns: All residents and guests must immediately evacuate the building.

Procedures to follow if smoke detector activation occurs in your room only: (No other alarms sounding throughout the building.)

1. If activation occurs and fire, smoke and/or a burning odor is present:
   - Leave the room and close the door behind you.
   - Pull the Fire Alarm Pull Box located at the building exits.
   - Evacuate the building.
   - Call 911 to report the fire, or possible fire. Be prepared to give location, name, and phone number if possible.

2. If an activation occurs and there is NO evidence of any fire, smoke and/or a burning odor.
   - Leave the room and close the door behind you.
   - Call 911 from a safe location to report, and then meet the responding Fire Department in a safe location outside of your room. Note: the Fire Department responds to all fire alarms including single smoke detector activation in a room whether or not the building fire alarm system is activated.
   - If you subsequently discover evidence of fire, smoke and/or burning odor, follow steps outlined in step 1.

Emergency Evacuation

1. When exiting your room and the building:
• If you are not in immediate danger from smoke or fire, make sure that you quickly dress appropriately for weather conditions (i.e. coat, shoes, etc).

• If you are not in immediate danger from smoke or fire, make sure to close and lock all doors and bring your room key and ID card with you.

• Evacuate the building. If you are unable to evacuate, call 911 and give your name, location and phone number.

2. Once safely outside the building:

• Move away from building and immediately report to the designated assembly area to check in with residential life staff.

• Stay clear of all emergency vehicles. Do not stand in roadway/walkway. Do not block emergency vehicles from getting through.

• Do not re-enter the building until you are instructed to do so by an emergency responder or residential life staff.

Report any vandalized or disconnected smoke detectors to the Hall Director immediately. If one is found during a Fire, Health and Safety Inspection, a work order will be submitted to correct the problem and disciplinary action may result.

**What to Do in Case of a Fire**

Adapted from [http://www.reslife.uconn.edu/fire_whattodo.html](http://www.reslife.uconn.edu/fire_whattodo.html)

**UPON HEARING THE SOUNING OF AN ALARM: All residents and guests must immediately evacuate the building.**

1. **WHEN EXITING YOUR ROOM AND THE BUILDING:**
   - Feel the door handle with the back of your hand, if door handle is not hot, open cautiously.
   - Check for smoke or fire before going out.
   - Make sure that you are dressed appropriately for weather conditions (i.e. coat, shoes, etc).
   - Close and lock all doors. Bring your room key and ID card with you.
· Walk quickly to the nearest marked exit.
· Use the stairs. **NEVER USE ELEVATORS DURING AN EMERGENCY EVACUATION**
· Carry a towel with you to cover your face.
· Stay low to the ground, below smoke. Crawl if necessary.

2. IF YOUR DOOR IS TOO HOT or IF THERE IS HEAVY SMOKE:
   · Do not open your door.
   · Wedge cloth around the door cracks and remain in the room.
   · Call 911.
   · Open the window wide enough to attract the attention of fire officials and await rescue.

3. ONCE OUTSIDE OF THE BUILDING:
   · Move away from building and immediately report to the designated assembly area to check in with Reslife staff
   · Stay clear of all emergency vehicles – do not stand in roadway/walkway and block emergency vehicles from getting through.
   · Do Not reenter the building until you are instructed to do so by an emergency responder or Residential Life staff.
   · For more information go to: [http://www.reslife.uconn.edu/fire_safety.html](http://www.reslife.uconn.edu/fire_safety.html)

**Means of Egress**

It is important that in cases of fire or emergencies, residents have a clear path from their room to outside of the building. Dorm room doors must not be blocked with furniture or other items that will not allow for at least 30 inches of clearance. Furniture, bicycles or other items are not to be stored in corridors, stairwells, lounges or lobbies as these areas are typically the way out of a building in emergency situations. Resident Assembly Sites

**Alumni**

All of Alumni will line up on evacuation according to floors

University of Connecticut 57
Brock -- evacuates to sidewalk and courts around building
Eddy -- evacuates to the Nathan Hale Inn gated lot
Belden -- evacuates to sidewalks
South Watson -- evacuates to the sidewalks around the building

Buckley
South Tower -- evacuates to parking lot south of the tower
North Tower -- evacuates to parking lot directly behind their hall
Busby Suites
1st Floor -- Emergency vehicle lot on north side of building
2nd Floor -- Front lawn area
3rd Floor -- Parking lot area south of building
4th Floor -- volleyball and basketball courts behind building

Charter Oak Apartments
Residents evacuate to front lawn (opposite of parking lot side) of apartments. Two separate alarms need to be set off for the building's fire alarm to sound

East
Sprague, Whitney, Holcomb, Grange, and Hicks will evacuate to sidewalks along Rte 195 directly in front of their buildings

Garrigus Suites
Basement Level -- Behind hall by dumpster
1st Floor -- Volleyball court
2nd Floor -- In pathway next to volleyball court
3rd Floor -- Putnam (grass area between Putnam & Garrigus)
4th Floor -- Between volleyball court and athletic fields
Connecticut Commons (formerly Graduate Residences)
All students go to area in front of Graduate Center and gather by building

**Hale & Ellsworth**
Floors 1 - 4 -- Volleyball court
Floors 5 - 8 -- Directly behind the hall

**Hilltop Apartments**
Residents evacuate to grassy area behind their apartment and gather by apartment assignments
Husky Village Each house will evacuate to volleyball courts

**Mansfield Apartments**
Single unit fire-alarm does not activate at station but must be phoned in. Residents will evacuate to sidewalk in front of their unit

**McMahon**

**South Tower --**
Floors 4 - 7 on Hillside by hall
Floors 1 - 3 corner of Gilbert and Hillside Rd by Alumni

**North Tower --**
Floors 4 - 7 front lawn of North Tower
Floors 1 - 3 front of Museum of Natural History

**North**
Residents in these areas will evacuate to the quad and gather by floors

**Northwest**
Hanks, Goodyear, Russell, Batterson, Terry, and Roger evacuate to quad area
Northwood Apartments
Each unit has separate alarms. Residents would evacuate to front lawn of apartment

Shippee
Evacuates between Shippee and the Bishop Center

South Residences
South A & B -- evacuate to sidewalks north of their buildings
South C -- evacuate to the courtyard side and line up in sidewalks

Towers
Residents will evacuate to sidewalks in front and on the sides of their hall

West Campus
Alsop, Shakespeare/Troy, Hollister A&B, Chandler/Lancaster -- Center of the West courtyard

Fire Safety Education

Fire safety and education is provided by members of the Fire Department and the Fire Marshal’s Office. The Fire Department provides the following educational services to all University students and staff:

- Attendance at open houses and transfer student fairs for parents and students
- Brochures providing information about fire department and fire safety
- Hand-outs with fire safety messages and emergency phone numbers
- Fire safety education for 284 resident advisors
• Fire safety education and evacuation training for residential life staff

• Assembly "crowd management” training for Auditorium personnel and satellite campuses

• Regular posting of fire safety messages on bulletin boards in conjunction with the Department of Residential Life

• The UCONN Fire Department presents a fire safety and education program for students during the First Year Experience (FYE).

• The UCONN Fire Department, working in conjunction with local Fire Marshals and Landlords, has developed an “Off Campus” housing policy that addresses fire safety.
# Residential Fire Statistics 2011: Storrs On-Campus Housing Facilities

*Regional Campuses DO NOT have Housing Facilities*

<table>
<thead>
<tr>
<th>Building #</th>
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<th>LOC of FIRE (Apt/Dorm #)</th>
<th>CAUSE of FIRE</th>
<th>DATE</th>
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<th>ESTIMATED DAMAGE COSTS</th>
<th>No. INJURIES</th>
<th>No. DEATHS</th>
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University of Connecticut 62
# Residential Fire Statistics 2011: Storrs On-Campus Housing Facilities

*Regional Campuses DO NOT have Housing Facilities*

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# Residential Fire Statistics 2011: Storrs On-Campus Housing Facilities

*Regional Campuses DO NOT have Housing Facilities*

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## Residential Fire Statistics 2012: Storrs On-Campus Housing Facilities

*Regional Campuses DO NOT have Housing Facilities*

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University of Connecticut
### Residential Fire Statistics 2012: Storrs On-Campus Housing Facilities

*Regional Campuses DO NOT have Housing Facilities*

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<tr>
<td>01039</td>
<td>Northwood Apartments Bldg 4</td>
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<td>01040</td>
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<td>01041</td>
<td>Northwood Apartments Bldg 6</td>
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<td>01042</td>
<td>Northwood Apartments Bldg 7</td>
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<td>Northwood Apartments Bldg 8</td>
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<tr>
<td>01044</td>
<td>Northwood Apartments Bldg 9</td>
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<tr>
<td>00166</td>
<td>NW Quad - Batterson</td>
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<td></td>
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<td></td>
<td>0</td>
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</tr>
<tr>
<td>00436</td>
<td>NW Quad - Dining Hall</td>
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<td></td>
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<td></td>
<td></td>
<td>0</td>
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</tr>
<tr>
<td>00164</td>
<td>NW Quad - Goodyear</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>00163</td>
<td>NW Quad - Hanks</td>
<td></td>
<td></td>
<td></td>
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<td>0</td>
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<tr>
<td>00168</td>
<td>NW Quad - Rogers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00165</td>
<td>NW Quad - Russell</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00167</td>
<td>NW Quad - Terry Dorm</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00425</td>
<td>SC Building A-Wilson</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00426</td>
<td>SC Building B-Rosebrooks</td>
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<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00427</td>
<td>SC Building C –Snow hall</td>
<td>N/A</td>
<td>Intentional Waste can/wall</td>
<td>11-30-12</td>
<td>16:25</td>
<td>$1,000.00</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>(1st floor Kitchetette)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00261</td>
<td>Shippee Hall</td>
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<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00139</td>
<td>Sprague Hall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00253</td>
<td>Towers 1 (2nd Floor Hallway)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Building #</td>
<td>BUILDING NAME</td>
<td>LOC of FIRE (Apt/Dorm)</td>
<td>CAUSE of FIRE</td>
<td>DATE</td>
<td>TIME</td>
<td>ESTIMATED DAMAGE COSTS</td>
<td>No. INJURIES</td>
<td>No. DEATHS</td>
</tr>
<tr>
<td>-----------</td>
<td>---------------</td>
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<tr>
<td>00254</td>
<td>Towers 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00255</td>
<td>Towers 3 (3rd floor bathroom)</td>
<td>N/a</td>
<td>Intentional Waste can</td>
<td>10-13-12</td>
<td>06:33</td>
<td>$ 25.00</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00256</td>
<td>Towers 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00257</td>
<td>Towers 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00258</td>
<td>Towers 6</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00325</td>
<td>Watson Hall (AQ-1)</td>
<td></td>
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<td></td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00223</td>
<td>West Campus 1</td>
<td></td>
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<td>0</td>
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<tr>
<td>00224</td>
<td>West Campus 2</td>
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<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00225</td>
<td>West Campus 3 (Shakespeare Outside window well)</td>
<td>N/A</td>
<td>Undetermined Brush fire in window well</td>
<td>10-21-12</td>
<td>19:36</td>
<td>$ 100.00</td>
<td>0</td>
<td>0</td>
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<tr>
<td>00226</td>
<td>West Campus 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>00127</td>
<td>Whitney Hill</td>
<td></td>
<td>Unintentional Cooking Fire</td>
<td>11-11-12</td>
<td>01:40</td>
<td>$ 100.00</td>
<td>0</td>
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</tr>
<tr>
<td>House 5</td>
<td></td>
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<td></td>
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<td></td>
<td></td>
<td>0</td>
<td>0</td>
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<tr>
<td>Birch Cottage</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>0</td>
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<tr>
<td>Oak Cottage</td>
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<td></td>
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<td>0</td>
<td>0</td>
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<tr>
<td>Kellogg Barn (Farm Dept)</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
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<tr>
<td>Honors House</td>
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<td></td>
<td></td>
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</table>

Totals $ 1,480.00
University's Plans for Future Improvement on Fire Safety

The UCONN Fire Department is currently updating its web site to include fire safety information and will be linked with that of the Department of Residential Life to provide fire safety and evacuation information.

- Some of the planned improvements are adding sprinklers and updated fire alarm systems to the existing houses that have been converted to student housing. We have also started to attend all of the freshmen orientation (26) sessions that are held during the summer months. We are also exploring the social media sites such as Facebook and twitter to get the fire safety message out.

- We have a Grant application in progress for a fire extinguisher training appliance and we will be applying for the burn trailer Grant when the application period opens up from FEMA.

- We are currently talking about fire safety with students while conducting drills.

- We did not pursue the message board after attending the Campus Fire Safety class last year because apparently the students are far more likely to use social media than watch a PowerPoint video.

- When staffing allows we will be expanding the Fire Safety component of the Fire Marshal’s office to return to the first year student curriculum.

University of Connecticut 74
Important Phone Numbers

EMERGENCY ................................................................. 911

Public Safety Dispatch Routine ........................................... 860-486-4800
Fire Department ................................................................ 860-486-4925
Chief of Police ................................................................... 860-486-4806

Student Victim Assistance

If you are a student at the University of Connecticut and have been a victim of a Crime, the following services are available to you:

University of Connecticut Office of Student Services & Advocacy, Wilbur Cross Building Rm. 203, Storrs, CT 06269
860-486-3426 ossa@uconn.edu

University of Connecticut Office of Community Standards, Wilber Cross Building, Rm. 301, Storrs, CT 06269
860-486-8402 community@uconn.edu

University of Connecticut Dept. of Residential Life, Rome Hall, Ground Floor
626 Gilbert Road Extension, Unit 1022
860-486-2926 http://www.reslife.uconn.edu/

University of Connecticut Dept. of Health Services, 234 Glenbrook Rd.,
Storrs, CT 06269
860-486-4700 http://www.shs.uconn.edu/index.html

University of Connecticut Women’s Center, Student Union 4th Floor, 2110 Hillside Rd.,
Storrs, CT 06269
860-486-4738 womensctr@uconn.edu

Counseling and Mental Health Services, Arjona Building, 337 Mansfield Road, U-1255
Storrs, CT
860-486-4705 www.counseling.uconn.edu

The Domestic Violence Program, United Services, Inc.
http://www.unitedservicesct.org/services/prevention_dvp.asp

Hotlines:
Killingly Area 860-774-8648 or Willimantic Area: 860-456-9476

Sexual Assault Crisis Center of Eastern Connecticut, Inc. http://www.saccec.org/
888-999-5545 (24-hour hotline)
860-456-3595 (Willimantic, CT Office) 860-442-0604 (New London, CT Office)
Sexual Assault Response Policy

The safety of all members of the University Community is of the highest importance to all of us. Sexual assault and intimate partner violence
contravenes the mission and values of our academic community, and it is a violation of the law and of the University’s Codes of Conduct. The University is committed to offering services to support and assist victims of sexual assault. Perpetrators may be subject to campus and/or employment discipline, up to and including dismissal, as well as law enforcement action. For more information related to this policy, contact the University’s Title IX Coordinator, Elizabeth Conklin, at (860) 486-2943, 241 Glenbrook Road, Wood Hall, Unit 4175, Storrs, CT, 06269-4175, titleix@uconn.edu.

Statement of Purpose

This policy is designed to assist University employees in responding to reports of sexual assault. It seeks to promote a timely and comprehensive response to known sexual assaults, including providing information to victims about medical treatment and support services. The policy also seeks to promote a safe campus environment and, where appropriate, to facilitate disciplinary processes and foster involvement of law enforcement officials in conformity with applicable laws and regulations.

Reporting Requirements for All Employees

Any employee, except those who are empowered by law to maintain confidentiality as set forth below (see “Confidential Reporting Options” below), who witnesses or receives a report of sexual assault, must report the incident (including the date, time, and location of the incident, the date the incident was reported to you, and the identities of the victim and, if disclosed, the alleged perpetrator) as soon as possible to at least one of the following offices: the Title IX Coordinator (860) 486-2943; the Office of

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1 For purposes of this policy, “sexual assault,” in addition to rape, includes unwanted physical contact with the intimate parts of a person’s body for purposes of sexual gratification, humiliation or degradation. The genders of the alleged victim and alleged perpetrator are irrelevant. (See Chapter 952, Connecticut General Statutes). “Intimate partner violence” 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, stalking, or domestic violence as defined by Connecticut law. This policy supplements, but does not replace, University policies on sexual harassment and state law governing mandated reporters of child abuse as codified in Connecticut General Statutes §17a-101, et seq.

2 While this requirement does not apply to students who are employed on the Student Payroll, certain student employees may have reporting obligations not addressed by this policy if they are deemed a “Campus Security Authority” (CSA) by the University.
Community Standards (860) 486-8402, or the Office of Diversity and Equity (860) 486-2943 (Storrs), (860) 679-3563 (UCHC).³

While it is your responsibility to report the information you receive, it is not your responsibility to investigate what is reported to you. University officials within the appropriate offices will determine the appropriate next steps, including ensuring that victims have been made aware of available on and off campus resources. While efforts will be made to protect the privacy of the victim, the University retains the discretion to disclose a victim’s identity to the appropriate officials if it is determined that such disclosure is prudent to protect the safety of the University community. If the alleged perpetrator is an employee, the Department of Human Resources will be notified. As a result, you may inform the victim that your conversation is private, but not confidential.

Confidential Reporting Options

A victim who wishes to discuss the assault confidentially may contact a designated Sexual Assault Counselor, including, for Storrs campus students, the Sexual Assault Crisis Center of Eastern Connecticut (24-hour hotline: 860-456-2789), and the Hartford Region Sexual Assault Crisis Program (24 hour Hotline: (860) 522-6666) (statewide list included in Attachment B).

Confidential reporting is also available within Student Health Services (including Counseling & Mental Health Services).

The law extends to a limited number of University employees the privilege to offer confidentiality to the victim and not to disclose communications with the victim. Typically, these are clinical employees who work within the Office of Counseling and Mental Health Services within the Division of Student Affairs or the UConn Health Center and include: (1) licensed marital and family therapists; (2) licensed social workers; (3) licensed professional counselors; (4) licensed psychologists; (5) psychiatrists licensed as physicians and substantially acting as psychiatrists; and (6) physicians and other medical professionals acting within a medical professional/patient relationship, including those recognized by the Privacy Rule of the Health Insurance Portability and Accountability Act (HIPAA).⁴

³ Nothing in this policy prevents an employee from also reporting this information to the UConn Police: (860) 486-4800 (Storrs), (860) 679-2121 (UCHC).

⁴ Further, licensed medical professionals including nurses working in the Student Health Center who learn of a sexual assault in connection with the treatment of a victim and in the course of their employment are not required to identify the victim to the Title IX Coordinator, Office of Community Standards or the Office of Diversity and Equity if the victim wishes to remain anonymous, but are required to report their knowledge of the date, time and location of the sexual assault, if known. In addition, members of the UConn Police Department are not required to identify the victim if doing so would violate Connecticut General Statutes, section 54-86e. However, the professionals listed herein should remain cognizant of their legal and ethical responsibility to share
Additional Guidance

Many services, both on and off campus, are available to victims of sexual assault. One goal of this policy is to ensure that victims who report sexual assaults to any University employee are made aware of and receive necessary or desired services. Services available to victims include, but are not limited to, modifications to academic, living or working situations and assistance with campus transportation and/or notifying law enforcement, who can provide information about the importance of preserving physical evidence. In addition, victims are entitled to seek protective or restraining orders against their perpetrator(s) and the University will honor any lawful protective or restraining orders. If a sexual assault is reported to you in your role as a University employee, while you may advise the victim that any conversation you have will be private (will not be shared unnecessarily with others), *in no event should the victim be told that the conversation will be confidential* (will not be shared without the express consent of the parties to the conversation).  

Assisting Victims

For further guidance, Attachment A provides a non-exhaustive list of suggested assistance actions you may consider taking if a sexual assault is reported to you. In addition, Attachment B provides a list of resources for victims. You are encouraged to provide Attachment B to any victim who reports to you, as these resources include personnel who have been specifically trained to respond to victims of sexual assault.

Self-Reporting by the Victim

In addition to the resources available both on and off campus (listed in Attachment B), victims are encouraged to report sexual assaults to the UConn Police (860) 486-4800 (Storrs), (860) 679-2121 (UCHC); the Title IX Coordinator (860) 486-2943; the Office of Community Standards (860) 486-8402; or the Office of Diversity and Equity (860) 486-2943 (Storrs), (860) 679-3563 (UCHC). Victims can choose whether to identify themselves in making such reports. A victim who directly reports a sexual assault has the opportunity to be in control of the situation and may feel a greater sense of

information when necessary to prevent harm to the patient, client, or others within the University community. Additionally, if any of the professionals listed herein learn of a sexual assault outside the scope of their employment as a medical professional, social worker, therapist, or member of the police department, they are required to disclose the information to the Title IX Coordinator, Community Standards, or the Office of Diversity and Equity.

As noted in this policy, a limited exception to this rule exists for certain categories of professionals who, by virtue of state law, are cloaked with the ability to promise confidentiality.
empowerment. Direct reporting also can be important for the safety of the entire University community. Victims have the right to report assaults to campus authorities without further participation in the process. A victim can choose to initiate action through law enforcement and/or the University disciplinary process. Victims should understand, however, that by choosing to not participate in the University disciplinary process, the response of the University may be limited.

**Non-Retaliation**
The University encourages students, employees, and members of the University community to report all incidents of sexual assault. Any threat of retaliation or other attempts to prevent the reporting of an incident of sexual assault is itself prohibited. See the University’s Non-Retaliation policy: [http://policy.uconn.edu/?p=415](http://policy.uconn.edu/?p=415).
Attachment A

Non-Exhaustive List of Suggested Assistance Actions

• Assess the victim’s need for immediate medical attention. Offer to accompany the victim to Student Health Services or to UConn Police, either of which can arrange transport to the Emergency Room if needed or desired.

• If immediate medical attention is not required or desired, provide the victim with a comfortable environment in which to discuss the situation (considering the victim’s needs for safety and privacy).

• Mention to the victim the importance of preserving physical evidence.

• Explain as early as possible within your conversation that while your conversation will be private (will not be shared unnecessarily with others), it will not be confidential (will not be shared without the express consent of the parties to the conversation). Explain that confidential counseling is available through Student Health Services on campus and the Sexual Assault Crisis Center of Eastern Connecticut or other local sexual assault crisis centers off campus (Contact information attached on the following pages – Attachment B).

• Share the attached list of resources (Attachment B) with the victim and, if you are able, offer to accompany the victim to whatever resources the victim chooses to utilize.

• Do not suggest that the matter could be mediated between the victim and the alleged perpetrator.

• Offer to assist the victim in finding someone to accompany them to whatever resources the victim chooses to utilize.

• Offer to assist the victim in reporting the sexual assault to appropriate authorities on campus and in the community. The victim may report the sexual assault to the UConn Police (860) 485-4800 (Storrs), (860) 679-2121 (UCHC); the Title IX Coordinator (860) 486-2943; the Office of Community Standards (860) 486-8402; or the Office of Diversity and Equity (860) 486-2943(Storrs), (860) 679-3563 (UCHC).
Attachment B – Resources for Victims

I. Campus-Based Resources

**University of Connecticut Police**
126 North Eagleville Road, Unit 3070, Storrs, CT 06268
Phone: 860-486-4800
Website: [www.police.uconn.edu](http://www.police.uconn.edu)

*The UConn Police Department is responsible for all criminal investigations and apprehensions. In cases of sexual assault, an officer is assigned to be the primary contact with the victim throughout the investigation and is available 24 hours a day. Regardless of whether charges are filed, the police are available to answer questions about the legal process and legal options regarding an incident, as well as to provide written information regarding victim’s right to obtain a protective order, apply for a temporary restraining order, or seek enforcement of existing protective or restraining orders. The UConn Police Department may also be contacted anonymously through the Anonymous Tip Line by calling 860-486-4444 or sending an email to crimealerts@uconn.edu.*

**Student Health Services**
234 Glenbrook Rd, Unit 4011, Storrs, CT 06269
Phone: 860-486-4700 (24-Hour Advice Nurse)
Phone: 860-486-2719 (Appointment Desk)
Website: [www.shs.uconn.edu/womens_clinic.html](http://www.shs.uconn.edu/womens_clinic.html)

*Student Health Services provides crisis and follow-up care for victims of sexual assault. Offers free medical examinations, medications, STD testing and crisis counseling and will assist in arranging referral services for evidence collection.*

**Student Health Services – Counseling & Mental Health Services**
Arjona Building, 337 Mansfield Road, Unit 1255, Storrs, CT, 06269
Phone: 860-486-4705
Website: [www.counseling.uconn.edu](http://www.counseling.uconn.edu)

*Counseling and Mental Health Services provides both immediate crisis intervention and therapy to recent or past victims of sexual violence. Therapists can be accessed by appointment, walk-in, or after-hours emergency.*

**Emergency Department at the UConn Health Center**
263 Farmington Avenue, Farmington, CT 06030
Phone: 860-679-2588
Website: [http://health.uche.edu/clinicalservices/emergency/index.htm](http://health.uche.edu/clinicalservices/emergency/index.htm)

*24/7 full-service Emergency Department.*

**Office of Community Standards**
Wilbur Cross Building, Room 301
233 Glenbrook Rd, Unit 4119, Storrs, CT 06269
Phone: 860-486-8402
Website: [www.community.uconn.edu](http://www.community.uconn.edu)

*The Office of Community Standards is responsible for managing the “Responsibilities of Community Life: The Student Code,” which sets forth the standards for student behavior in the University community, and is a resource where student conduct is at issue. Community Standards’ process provides victims of sexual assault or intimate partner violence (IPV) with an opportunity to request that disciplinary proceedings begin promptly. The proceedings are conducted by officials trained in issues related to sexual assault and IPV and use the preponderance of evidence standard in making its determinations. Both the victim and the accused are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual assault or IPV by an advisor.*
support person of their choice, to have an opportunity to present evidence and witnesses on their behalf during the proceeding, and to be informed in writing of the results of any proceeding within one business day after the conclusion of the proceeding. A range of sanctions may be imposed following implementation of Community Standards’ disciplinary proceedings, including but not limited to suspension and dismissal.

Office of Diversity and Equity (including the Title IX Coordinator)
Wood Hall, Room 137
241 Glenbrook Road, Unit 4175, Storrs, CT 06269
Phone: 860-486-2943
Website: www.ode.uconn.edu/
ODE is the University’s neutral investigatory unit charged with investigating and resolving internal complaints of discrimination and discriminatory harassment (including sexual harassment) by individuals who are injured by the discriminatory behavior of a University employee or University vendor. Complaints may be filed by reporting the incident to ODE at (860)486-2943 or filed in writing by completing and submitting the University's Complaint In-Take Form.

UConn Women's Center
Student Union, 4th Flocr
2110 Hillside Rd., Unit 3118, Storrs, CT 06269
Phone: 860-486-4738
Website: www.womenscenter.uconn.edu/
The Women's Center provides advocacy, support services, information and referral services to individuals who have, or think they might have, experienced sexual assault, dating/domestic violence, and stalking. The Women’s Center provides these services to both female and male survivors.

Office of Student Services and Advocacy
Wilbur Cross Building, 2nd Floor, Room 203
233 Glenbrook Rd, Unit 4062, Storrs, CT 06269
Phone: 860-486-3426
Website: www.ossa.uconn.edu
The Office of Student Services and Advocacy assists victims with academic and personal concerns that arise after an assault.

Department of Residential Life
Rome Hall, Ground Floor
626 Gilbert Road Extension, Unit 1022, Storrs, CT 06269
Phone: 860-486-2926
Website: www.reslife.uconn.edu/index.html
Department of Residential Life staff are knowledgeable about campus services and can help victims receive assistance, including expediting the campus judicial process or changes in housing.

Each of the offices listed above is a member of the University’s Community Response Team (http://www.community.uconn.edu/community_response_team.html).

II. Confidential Off-Campus Resources

Connecticut Sexual Assault Crisis Services, Inc. - All services are FREE and CONFIDENTIAL
Each Center Provides:
- Hotline Services 24 hours/day 7 days/week
- 24 hour crisis counseling
- Information & referral
- Advocacy for children and non-abusing parent
- Short-term counseling for victims and their family and/or friends
- Support groups and more
- Community education programs dealing with sexual assault issues
- Community prevention programs dealing with safety concerns, etc.

**Sexual Assault Crisis Center of Eastern Connecticut**

**Willimantic**
90 South Park St.
Office: 860-456-3595 or 423-7673
**Hotline:** 860-456-2789
Email: weconnect@snnet.net

**New London**
165 State Street, Suite 405
Office 860-442-0604
**Hotline:** 860-437-7766

**Safe Haven of Greater Waterbury**
29 Central Avenue
Waterbury, CT 06702
Office: 203-575-0388
**Hotline:** 203-753-3613

**Center for Women and Families of Eastern Fairfield County, Inc. Rape Crisis Services**

753 Fairfield Avenue
Bridgeport, CT 06604
Office: 203-334-6154
**Hotline:** 203-333-2233
Email: cwfservices@cwfec.org

**Women's Center of Greater Danbury Sexual Assault Crisis Services**

2 West Street
Danbury, CT 06810
Office: 203-731-5200
**Hotline:** 203-731-5204
Email: womens.cntr@snnet.net

**Women and Families Center:**

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<thead>
<tr>
<th>Meriden</th>
<th>Middletown</th>
<th>New Haven</th>
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<tbody>
<tr>
<td>169 Colony Street</td>
<td>100 Riverview Center, Suite 274</td>
<td>1440 Whalley Avenue</td>
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<tr>
<td>Meriden, CT 06451</td>
<td>Middletown, CT 06457</td>
<td>New Haven, CT 06511</td>
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<td><strong>Hotline:</strong> 203-235-4444</td>
<td>Fax: 860-346-5705</td>
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<td><strong>Hotline:</strong> 203-235-4444</td>
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**YWCA of New Britain Sexual Assault Crisis Services**

**New Britain**
22 Glen Street
P.O. Box 2545
New Britain, CT 06051
Office: 860-225-4681
**Hotline:** 860-223-1787 (Local)

**Hartford**
175 Main Street
Hartford, CT 06106
Office: 860-241-9217
**Hotline:** 860-547-1022 (Local)
**Hotline (English):** 888-999-5545 (Toll Free)
Hotline (English): 888-999-5545 (Toll Free)
Hotline (Spanish): 888-568-8332 (Toll Free)
Email: nbsacs@snet.net

Rape Crisis Center of Milford
70 West River Street
Milford, CT 06460
Office: 203-874-8712
Hotline: 203-878-1212

Sexual Assault Crisis and Education Center
700 Canal Street, Suite 226
Stamford, CT 06902
Office: 203-348-9346
Hotline: 203-329-2929
Email: info@saccec-ct.org

Susan B. Anthony Project
179 Water Street, P.O. Box 846
Torrington, CT 06790
Office: 860-489-3798
Hotline: 860-482-7133

III. Office of Victim Services

The Office of Victim Services (OVS), Connecticut Judicial Branch, is the state's lead agency established to provide services to victims of violent crime. OVS contracts with non-profit and public organizations to provide services to crime victims. These services include, but are not limited to, information and referral, criminal justice support/advocacy, therapy, safety planning, group treatment/support, personal advocacy and assistance in filing applications for victim compensation.

Website: http://www.jud.ct.gov/crimevictim/
225 Spring St., Fourth Floor, Wethersfield, Connecticut
(800) 822-8428
Child Abuse and Neglect Reporting Policy

Any employee who has reasonable cause to believe a sexual assault has occurred must comply with the University’s Sexual Assault Response Policy, regardless of the age of the victim. See, http://www.policy.uconn.edu/ and http://www.policies.uchc.edu/.

In addition, those University employees who are mandated reporters of child abuse or neglect as defined by Connecticut General Statutes Section 17a-101(b) must comply with Connecticut’s mandated reporting laws, Connecticut General Statutes Sections 17a-101a to 17a-101d. Connecticut law defines child abuse and neglect as follows:

Child abuse occurs where a child has had physical injury inflicted upon him or her other than by accidental means, has injuries at variance with history given of them, or is in a condition resulting in maltreatment, such as, but not limited to, malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment or cruel punishment. (Connecticut General Statutes §46b-120)

Child neglect occurs where a child has been abandoned, is being denied proper care and attention physically, emotionally, or morally, or is being permitted to live under conditions, circumstances or associations injurious to his well-being. (Connecticut General Statutes §46b-120)

For further guidance see http://www.ct.gov/dfc/cwp/view.asp?a=2556&Q=314384

The Department of Children and Families 24 hour hotline for reporting suspected child abuse or neglect is 1-800-842-2288.

All other University employees are encouraged to report suspected child abuse or neglect to the DCF hotline listed above, and are protected under Connecticut law for good faith reporting of such suspected child abuse or neglect, even if later investigation fails to substantiate abuse or neglect.

Policy Created*: January 25, 2012

*Approved by the Board of Trustees
Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships

I. Statement of Purpose

The University is committed to maintaining an environment free of discrimination or discriminatory harassment directed toward any person or group within its community – students, employees, or visitors. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of mutual respect. All members of the University community are responsible for the maintenance of an academic and work environment in which people are free to learn and work without fear of discrimination or discriminatory harassment. In addition, inappropriate Romantic relationships can undermine the University’s mission when those in positions of authority abuse or appear to abuse their authority. To that end, and in accordance with federal and state law, the University prohibits discrimination and discriminatory harassment, as well as inappropriate Romantic relationships, and such behavior will be met with appropriate disciplinary action, up to and including dismissal from the University.

II. Non-Discrimination

It is the policy of the University to maintain an academic and work environment free from discrimination. Discrimination is contrary to the mission and standards of the University, it diminishes individual dignity, and it impedes equal employment and educational opportunities. Discrimination is conduct that is based upon an individual’s age, color, ethnicity, religious creed, race, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law that excludes an individual from participation, denies the individual the benefits of, treats the individual differently, or otherwise adversely affects a term or condition of an individual’s employment, education, living environment or participation in a...
III. Sexual and Discriminatory Harassment

The University will not tolerate discriminatory harassment directed toward any person or group within its community. Discriminatory harassment consists of offensive behavior directed at an individual or group based upon an individual’s race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disability, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law. Harassing conduct may take many forms, including verbal acts, name-calling, graphic or written statements (including the use of cell phones or the Internet), or other conduct that may be humiliating or physically threatening. The University strictly prohibits making submission to discriminatory harassment a term or condition of an individual’s employment, performance appraisal, or evaluation of academic performance. The University also forbids discriminatory harassment that has the effect of unreasonably interfering with an individual’s performance or creating a hostile environment. Such behavior is particularly offensive to the spirit of this policy when those in positions of authority are involved in perpetrating harassment.

Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence.[1] Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. Sexual harassment, including sexual assault, can involve persons of the same or opposite sex. Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sex-stereotyping, and which may include physical aggression, intimidation or hostility, are considered sex-based harassment and are similarly prohibited. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University.

A violation of this policy will be found where: (a) submission to harassment of any kind is made either explicitly or implicitly a term or condition of an individual’s employment, performance appraisal, or evaluation of academic performance; or (b) these actions have the effect of creating a hostile learning or working environment. Discriminatory harassment creates a hostile environment when the harassment is sufficiently severe, pervasive, or persistent to deny, limit or unreasonably interfere with a student’s or employee’s ability to participate in or benefit from the academic or work environment.[2] State and federal law protects individuals from discrimination or discriminatory harassment in connection with employment and all academic, educational, extracurricular, athletic or other programs of a school. This protection extends to conduct that occurs both on and off University property.

IV. Reporting Concerns of Discrimination or Harassment

Any person who believes that s/he is being or has been discriminatorily harassed or otherwise subjected to discrimination by a University employee or person doing business with the University is encouraged to contact the Office of Diversity and Equity (ODE), which includes the Title IX Coordinator. ODE is located in Wood Hall, Unit 4175, 241 Glenbrook Road, Storrs, Connecticut 06269-4175; Telephone (860) 486-2943; Email: ode@uconn.edu. In particular, any person who believes s/he has been sexually harassed or discriminated against by any member of the University community on the basis of his or her sex (gender) is encouraged to contact the University’s Title IX Coordinator, Elizabeth Conklin, Wood Hall, Unit 4175, 241 Glenbrook Road, Storrs, Connecticut 06269-4175, Telephone: (860) 486-2943; Email: titleix@uconn.edu. The Title IX Coordinator will ensure that complaints of this nature are addressed by the appropriate University administrators and will assist the parties in receiving support services. The Title IX Coordinator also will facilitate any interim measures that may be necessary during the investigation to protect the parties in the University setting.

Early reporting of concerns is encouraged because early intervention can prevent a situation from escalating. No person should feel compelled to wait to report concerns until discriminatory harassment becomes sufficiently severe, pervasive or persistent to create a hostile environment.

http://policy.uconn.edu/?p=2884

11/8/2013
V. Deans, Directors, Department Heads and Supervisors – Reporting Obligations for Discrimination and Harassment

All members of the University community are responsible for the maintenance of a social environment in which people are free to work and learn without fear of discrimination or harassment. The failure of supervisors at any level to remedy known discrimination or discriminatory harassment violates this policy as seriously as that of the original discriminatory act. As a result, deans, directors, department heads, and supervisors receiving information, including but not limited to informal and formal complaints and reports, that any University employee or person doing business with the University has engaged in discrimination or discriminatory harassment must alert ODE as to the nature of the incident and also refer the inquirer to ODE as soon as it is disclosed or becomes known to the dean, director, department head or supervisor.

Deans, directors, department heads, and supervisors receiving information, including but not limited to informal and formal complaints and reports, that a student (including graduate students) has engaged in discrimination or discriminatory harassment must alert Community Standards as to the nature of the incident and refer the inquirer to Community Standards as soon as it is disclosed or becomes known to the dean, director, department head or supervisor.

VI. Inappropriate Romantic Relationships

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

A. Instructional/Student Context

All faculty and staff must be aware that Romantic relationships with students are likely to lead to difficulties and have the potential to place faculty and staff at great personal and professional risk. The power difference inherent in the faculty-student or staff-student relationship means that any Romantic relationship between a faculty or staff member and a student is potentially exploitative or could at any time be perceived as exploitative and should be avoided. Faculty and staff engaged in such relationships should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for the student’s instruction or evaluation. In the event of a charge of sexual harassment arising from such circumstances, the University will in general be unsympathetic to a defense based upon consent when the facts establish that a faculty-student or staff-student power differential existed within the relationship.

i. Undergraduate Students

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

ii. Graduate Students

With respect to graduate students (including but not limited to Master’s, Law, Doctoral, and any other post- baccalaureate students), all faculty and staff are prohibited from pursuing or engaging in a Romantic relationship with a graduate student under that individual’s authority. Situations of authority include, but are not limited to: teaching; mentoring or advising; supervision of research and employment of a student as a research or teaching assistant; exercising substantial responsibility for grades, honors, or degrees; and involvement in disciplinary action related to the student.
Students and faculty/staff alike should be aware that pursuing or engaging in a Romantic relationship with any graduate student will limit the faculty or staff member’s ability to teach, mentor, advise, direct work, employ and promote the career of the student involved with him or her in a Romantic relationship.

iii. Graduate Students in Positions of Authority

Like faculty and staff members, graduate students, while at all times considered students and not employees for the purposes of this policy, may nonetheless themselves be in a position of authority over other students, for example, when serving as a teaching assistant in a course or when supervising other students in research. The power difference inherent in such relationships means that any Romantic relationship between a graduate student and another student over whom they have authority is potentially exploitative and should be avoided. All graduate students currently or previously engaged in a Romantic relationship with another student are prohibited from serving in a position of authority over that student. Graduate students also should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for another student’s instruction or evaluation.

iv. Pre-existing Relationships with Any Student

The University recognizes that a Romantic relationship may exist prior to the time a student enrolls at the University or for Romantic relationships with graduate students, prior to the time the faculty or staff member is placed in a position of authority over the graduate student. Using the Romantic Relationships Disclosure Form, the current or prior existence of such a Romantic relationship must be disclosed to the Office of Diversity and Equity and/or the Office of Faculty and Staff Labor Relations by the employee in a position of authority immediately if the student is an undergraduate, and prior to accepting a supervisory role of any type over any graduate student.

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

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

v. If a Romantic Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in a Romantic relationship with a student in violation of this policy, the faculty member, staff member, or graduate student must disclose the relationship immediately to the Office of Diversity and Equity or the Office of Faculty and Staff Labor Relations using the Romantic Relationships Disclosure Form. Absent an extraordinary circumstance, no relationships in violation of this policy will be permitted while the student is enrolled or the faculty or staff member is employed by the University. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible, and the faculty or staff member’s employment standing or the graduate student’s position of authority may need to be adjusted until s/he no longer has supervisory or other authority over the student.

In addition to the Romantic relationship itself, a faculty, staff or graduate student’s failure to report the existence of an inappropriate Romantic relationship with a student is also a violation of this policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

B. Employment Context

Romantic relationships between supervisors and their subordinate employees often adversely affect decisions, distortion judgment, and undermine workplace morale for all employees, including those not directly engaged in the relationship. Any University employee who participates in supervisory or administrative decisions concerning an employee with whom s/he has or has had a Romantic relationship has a conflict of interest in those situations. These types of

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relationships, specifically those involving spouses and/or individuals who reside together, also may violate the State Code of Ethics for Public Officials as well as the University’s Policy on Employment and Contracting for Service of Relatives.

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

i. Pre-existing Romantic Relationships Between Supervisors and Subordinate Employees

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

ii. If a Romantic Relationship Occurs or has Occurred between a Supervisor and his/her Subordinate Employee

If, despite these warnings, a University employee enters into a Romantic relationship with someone over whom s/he has supervisory, decision-making, oversight, evaluative, or advisory responsibilities, that employee must disclose the existence of the relationship immediately to the Office of Diversity and Equity and/or the Office of Faculty and Staff Labor Relations using the Romantic Relationships Disclosure Form. In consultation with appropriate University administrators, the relevant dean or vice president will determine whether the conflict of interest can be eliminated. The final determination will be at the sole discretion of the relevant dean or vice president. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible. If the conflict of interest cannot be eliminated, the supervisor’s employment standing may need to be adjusted. In addition to the Romantic relationship itself, a supervisor’s failure to report the existence of the relationship with a subordinate employee is also a violation of this policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

C. Deans, Directors, Department Heads and Supervisors – Reporting Obligations for All Romantic Relationships in Violation of this Policy

Any dean, director, department head or supervisor who is aware or becomes aware of the existence of a Romantic relationship involving any University employee with a student or subordinate employee in violation of this policy must inform the Office of Diversity and Equity and/or the Office of Faculty and Staff Labor Relations as to the existence of the relationship as soon as it is disclosed or becomes known to the dean, director, department head or supervisor. The failure of supervisors at any level to report the existence of a prohibited Romantic relationship is a violation of this policy.

Any dean, director, department head or supervisor who is aware or becomes aware of the existence of a Romantic relationship involving any University graduate student with a student in violation of this policy must alert Community Standards.

Any employee, even those without supervisory authority, who becomes aware of a Romantic relationship that may be in violation of this policy is encouraged to alert the Office of Diversity and Equity and/or the Office of Faculty and Staff Labor Relations as to the existence of the relationship. Non-supervisory employees also may choose to utilize the Office of Audits, Compliance and Ethics Anonymous Reportline: (888) 685-2637.

http://policy.uconn.edu/?p=2884

11/8/2013
VII. Non-Retaliation

The University encourages individuals to bring forward information and/or complaints about alleged violations of state or federal law, and University policy, rules, or regulations. Retaliation against any individual who, in good faith, reports or who participates in the investigation of alleged violations is strictly forbidden. For more information, please see the University’s Non-Retaliation Policy: http://policy.uconn.edu/?p=415

VIII. Related University Policies

- Sexual Assault Response Policy: http://policy.uconn.edu/?p=2139
- Non-Retaliation Policy: http://policy.uconn.edu/?p=415
- Code of Conduct (employees): http://policy.uconn.edu/?p=140
- Code of Conduct for University of Connecticut Vendors: http://policy.uconn.edu/?p=2718
- Responsibilities of Community Life: The Student Code: http://www.community.uconn.edu/student_code.html
- Child Abuse and Neglect Reporting Policy: http://policy.uconn.edu/?p=2165

IX. Review Period

The Title IX Coordinator is required to oversee the review of this policy in accordance with the University’s Policy Protocol. The Title IX Coordinator will oversee a full review of this policy no later than two years after initial approval and then subsequently as needed.

Attachment A: University Resources

The Office of Diversity and Equity (ODE) and Title IX Coordinator

ODE investigates complaints alleging violations of University Policy against Discrimination, Harassment and Inappropriate Romantic Relationships, and coordinates the University’s response to allegations of sex discrimination, sexual harassment, and sexual violence arising under University Policy and Title IX of the Education Amendments Act. ODE also conducts state-mandated and university-mandated diversity and sexual harassment prevention trainings. ODE is located on the first floor of Wood Hall, 241 Glenbrook Road, Unit 4175; Storrs, CT 06269-4175. Telephone: (860) 486-2943; Email: ode@uconn.edu; titleix@uconn.edu

The Office of Faculty and Staff Labor Relations (OSFLR)

OSFLR provides direction and guidance on how to effectively manage relationships with the numerous labor organizations that represent the University’s workforce. In close collaboration with Human Resources and the University administration, OSFLR ensures that personnel actions are in compliance with University-specific and statewide collective bargaining agreements. OSFLR actively participates in developing and enforcing workplace policies and procedures and supports the University’s ongoing compliance with laws and regulations that govern the employment relationship. OSFLR is located on the Depot Campus in the Brown Building, 9 Walters Avenue, Unit 5075; Storrs, CT 06269-5075. Telephone: (860) 486-8724; Email: laborrelations@uconn.edu

The Office of Community Standards

The Office of Community Standards is responsible for managing “Responsibilities of Community Life: The Student Code,” which sets forth the standards for student behavior in the University community. Community Standards is a resource where student conduct is at issue and is located within the Wilbur Cross Building, Room 301, 233 Glenbrook Road, Unit 4119; Storrs, CT 06269-4119. Telephone: (860) 486-8402; Email: community@uconn.edu

http://policy.uconn.edu/?p=2884
The Office of Audit, Compliance and Ethics (OACE)

OACE is responsible for promoting a University-wide culture of compliance and ethics, and accepts reports of compliance concerns or requests for advice. Reports can be submitted using the twenty-four hour confidential line - (888) 685-2637. Individuals who report possible compliance issues in good faith will be accorded confidentiality and/or anonymity to the extent possible under the law. OACE is located in the Brown Building, 9 Walters Avenue, Unit 5084; Storrs, CT 06269-5084. Telephone: (860) 486-4526; Email: reportline@uconn.edu

Attachment B: External Reporting Options

Office for Civil Rights (OCR)

OCR enforces federal laws prohibiting discrimination in programs or activities that receive federal financial assistance from the Department of Education. Boston Office, U.S. Dept. of Education, 5 Post Office Square, 8th Floor; Boston, MA 02109-3921. Telephone: (617) 289-0111; TTD: (877) 521-2172; www.ed.gov/ocr

Equal Employment Opportunity Commission (EEOC)

The EEOC enforces federal laws prohibiting employment discrimination because of a person’s race, color, religion, sex, national origin, age, or disability. Boston Area Office, John F. Kennedy Federal Building, 475 Government Ctr.; Boston, MA 02203. Telephone: (800) 669-4000; TTD: (800) 669-6820; www.eeoc.gov

Connecticut Commission on Human Rights and Opportunities (CHRO)

The CHRO enforces state and federal civil rights laws that ban illegal discrimination in employment, housing, public accommodations, and credit transactions. Administrative Headquarters, 25 Sigourney Street; Hartford, CT 06106. Telephone: (800) 477-5737; TTD: (860) 541-3459; www.ct.gov/chro

1 For more on the University’s policies related to sexual violence, please see the University’s Sexual Assault Reporting Policy found on the University’s sexual violence awareness website: www.sexualviolence.uconn.edu.

2 A single instance of sexual violence may be sufficient to create a hostile environment.

Policy Created: August 7, 2013

Category: Compliance & Legal, Faculty, Office of Diversity & Equity, Staff, Students
Status: Active

University of Connecticut

http://policy.uconn.edu/?p=2884

11/8/2013
Non-Retaliation Policy

Purpose
To define how the University provides for the protection of any person or group within its community from retaliation who, in good faith, participate in investigations or report alleged violations of policies, laws, rules or regulations applicable to the University of Connecticut.

Policies
The University encourages individuals to bring forward information and/or complaints about violations of state or federal law, University policy, rules or regulations. Retaliation against any individual who, in good faith, reports or who participates in the investigation of alleged violations is strictly forbidden. This policy does not protect an individual who files a report or provides information as part of an investigation that he or she knows is false, files a bad faith retaliation claim or participates in any illegal conduct. The University will take appropriate action, up to and including dismissal, against any employee who violates this policy.

Definitions
Retaliation — Any inappropriate or unsubstantiated action taken or threatened against an employee because the individual has, in good faith, made an allegation concerning the violation of state or federal law, University policy, rule or regulation, or has participated in any manner with an investigation of such allegation. Such actions adversely affect or threaten to affect the employment rights or other interests of an individual and can take either work or social form.

Examples of work-related retaliation may include, but are not limited to:
- Unsubstantiated adverse performance evaluations or disciplinary action;
- Unfounded negative job references;
- Arbitrary denial of salary increases, promotions or other job benefits; and
- Unfounded reduced or limited work assignments.

Examples of social retaliation in the workplace may include, but are not limited to:
- discrimination or harassment from co-workers and/or supervisor;
- bullying, which involves repeated intimidation or humiliation, derogatory or insulting remarks, or social isolation and which occurs indirectly (e.g., via e-mail) or directly;

http://policy.uconn.edu/?p=415

11/8/2013
hostile work environment, described as conduct that is so objectively offensive as to alter the conditions of employment; and

physical threats and/or destruction of personal or state property.

Actions also considered retaliatory include any action taken or threatened by an employee that would dissuade a reasonable employee from engaging in activities protected by this policy.

**Good Faith Reporting** – An individual is considered to have reported in good faith if s/he has brought forward the complaint or participated in providing information during an investigation, based upon a reasonable belief that the information provided is true.

**Bad Faith Reporting** – An individual shall be considered to have reported in bad faith if s/he has brought forward a complaint or participated in providing information during an investigation, knowing that such information is not true or made without a reasonable belief in the truth of the allegation based upon the facts.

**Reporting Process**

If an individual believes that he or she has been subjected to retaliation, s/he should either contact the office to which the initial complaint was filed or any of the following University offices:

**Storrs and Regional Campuses**

- The Office of Audit, Compliance and Ethics (OACE)
  9 Walters Avenue, Unit 5084
  Storrs, CT 06269-5084
  Telephone: (860) 486-4526
  Information on OACE’s Investigation Protocol is available at: [http://wwwaudit.uconn.edu/doc/internal_investigation_protocol.pdf](http://wwwaudit.uconn.edu/doc/internal_investigation_protocol.pdf)
  Confidential Reportline: 1-888-685-2637

- The Office of Diversity and Equity (ODE)
  241 Glenbrook Road
  Wood Hall, Unit 4175
  Storrs, CT 06269-4175
  Telephone: (860) 486-2943
  Information on ODE’s Discrimination Complaint Procedures is available at: [http://www.ode.uconn.edu/docs/dep.pdf](http://www.ode.uconn.edu/docs/dep.pdf)

- Office of Faculty & Staff Labor Relations
  9 Walters Avenue, Unit 5075
  Storrs, CT 06269-5075
  Telephone: (860) 486-5684
  [http://www.flr.uconn.edu](http://www.flr.uconn.edu)

- Police Department
  126 North Eagleville Road, Unit 3070
  Storrs, CT 06269-3070
  Telephone: (860) 486-4800
  Emergency: 9-1-1
Health Center

- The Office of Audit, Compliance and Ethics (OACE)
  263 Farmington Ave.
  Farmington, CT 06030 – 5529
  Telephone: 860-679-4180
  Compliance.officer@uchc.edu
  Information on OACE’s Investigation Protocol is available at
  http://wwwaudit.uconn.edu/doc/internal_investigation_protocol.pdf
  Confidential Reportline: 1-888-685-2637

- The Office of Diversity and Equity (ODE)
  241 Glenbrook Road
  Wood Hall – Unit 2175
  Storrs, CT 06269
  Telephone: (860) 486-2943
  Information on ODE’s Discrimination Complaint Procedures is available at
  http://www.ode.uconn.edu/docs/dcp.pdf

- Labor Relations at the Department of Human Resources
  263 Farmington Ave. Farmington, CT 06030 – 4035
  Telephone: 860-679-8067

- Police Department
  263 Farmington Ave. Farmington, CT 06030 – 3925
  Telephone: 860-679-2511

Employees should expect that any of the above offices will direct her/him to the appropriate department for reporting the retaliation.

Resources Available For Assistance

There are resources on campus that can assist employees who are experiencing retaliation. Individual advocacy through these resources in connection with specific incidents can include information and referrals, accompanying an employee through the hearing process, assistance with navigating other resources as requested and crisis-intervention services.

- African American Cultural Center – (860) 486-3433
- Asian American Cultural Center – (860) 486-0830
- Employee Assistance Program – (860) 679-2877 or 800-852-4392
- Puerto Rican/Latin American Cultural Center – (860) 486-1135
- Rainbow Center – (860) 486-5821
- Women’s Center – (860) 486-4738

Employees who are covered by a collective bargaining contract are also encouraged to contact their union for assistance:

- The American Association of University Professors (AAUP), University of Connecticut Chapter: (860) 487-0450
  http://www.uconnaaup.org/contact.asp
- The University of Connecticut Professional Employees Association (UCPEA): (860) 487-0850
  http://www.ucpea.org/
• Maintenance and Service Unit – Connecticut Employees Union Independent (CEUI): (860) 344-0311
  http://www.ceui.org/
• Administrative Clerical Unit – American Federation of State, County and Municipal Employees (AFSCME):
  (860) 224-4000
• Connecticut Police and Fire Union: (860) 953-2626
  http://www.cpfu.org/
• Social and Human Services Unit – American Federation of State, County and Municipal Employees (AFSCME):
  (860) 224-4000
  http://www.afscme.org/
• Administrative and Residual Employees Union (A&R): (860) 953-1316
  http://www.aandr.org/
• New England Health Care Employees Union – District 1199
  http://www.nehecu.org/
  (860) 549-1199
• University Health Professionals (UHP)
  http://ct.aft.org/uhp3837/
  (860) 676-8444

Nothing in this policy shall be deemed to diminish the rights, privileges or remedies of a University (state) employee under other federal or state law or under any collective bargaining agreement or employment contract.

Category: Campus Life, Compliance & Legal, Faculty, Office of the President, Risk Management & Public Safety, Staff, University
Status: Active

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TAB 5
University of Connecticut
Non-Discrimination Policy Statement

The University of Connecticut does not discriminate on the basis of race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), prior conviction of a crime (or similar characteristic), workplace hazards to reproductive systems, gender identity or expression, or other legally protected classifications in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and University policies. The University of Connecticut prohibits sexual harassment, including sexual violence.

The following office has been designated to handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statues and regulations:

Office of Diversity and Equity
241 Glenbrook Road
Wood Hall, Unit 2175
Storrs, CT
(860) 486-2943
Email: ode@uconn.edu

The following individual has been designated the University’s Title IX Coordinator and the University’s Americans with Disabilities Act Coordinator:

Elizabeth Conklin
Office of Diversity and Equity
241 Glenbrook Road
Wood Hall, Unit 2175
Storrs, CT
(860) 486-2943
Email: ode@uconn.edu

Inquiries concerning the application of anti-discrimination laws may be referred to the Office of Diversity and Equity, the Title IX Coordinator or the Office for Civil Rights, United States Department of Education. For further information on notice of nondiscrimination visit the Office for Civil Rights website for the address and phone number of the U.S. Department of Education office that serves your area, or call 1-800-421-3481.

For policies on Affirmative Action, Diversity and Harassment, visit the Office of Diversity and Equity website.
Title IX Notice

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance..." 20 U.S.C. § 1681

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on sex in educational programs which receive federal financial assistance. Athletics are one component of Title IX. Other programs and activities which may be included are: recruitment, admissions, financial aid, and scholarships; course offerings and access; hiring and retention; and, benefits and leave. Title IX also protects students and employees, both male and female, from unlawful sexual harassment in school programs and activities.

In compliance with Title IX, the University of Connecticut prohibits discrimination on the basis of sex in employment as well as in admissions, enrollment, and in the provision of all services, programs and activities. The University’s Policy Statements outlining these prohibitions may be accessed online:

http://www.ode.uconn.edu/discrimination/Harassment%20Policy%202012.pdf and

The University’s Title IX Coordinator monitors compliance with this law and centrally coordinates the institution’s response to complaints of discrimination based on sex. The Title IX Coordinator will ensure complaints of this nature are addressed by the appropriate University entities and will assist complainants in receiving any medical, mental health or other services that may be warranted. The Title IX Coordinator will also facilitate any interim measures that may be necessary to protect the complainant in the institutional setting.

Individuals with questions or concerns about Title IX, and/or those who wish to file a complaint of non-compliance, may contact the University's Title IX Coordinator for more information:

Elizabeth Conklin
Associate Vice President
Office of Diversity and Equity
University of Connecticut
241 Glenbrook Road, Unit 4175
Storrs, CT 06269-4175
Telephone: (860)486-2942
Email: elizabeth.conklin@uconn.edu

Alternatively, or in addition to the Title IX Coordinator, inquiries may be directed to the U.S. Department of Education’s Office for Civil Rights, the federal agency charged with enforcing compliance with Title IX:

Boston Office
Office for Civil Rights
US Department of Education
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Telephone: (617)289-0111
Email: OCR.Boston@ed.gov
Introducing Your Title IX Coordinator

The safety of all members of our University community is of the utmost importance. We are all aware that sexual violence is something that no community is immune from. And that its prevalence and impact are often misunderstood, and can be difficult to discuss. However, one of the more important tools in combating sexual assault is knowledge. National surveys report that one in five women, and one in sixteen men, is sexually assaulted while in college. These appalling numbers are consistent across institutions, from small liberal arts colleges to large universities. Our highest priority is the safety and welfare of all members of our University community, as well as ensuring that we are a respectful learning and working environment. We must do everything we can to combat sexual violence in our society – and our University.

UConn takes issues of sex discrimination, sexual harassment, and sexual violence very seriously. The University provides support and resources to students, faculty, and staff to address concerns related to sex discrimination, and has appointed Elizabeth Conklin as its Title IX Coordinator to address these issues. Many people think that Title IX is a law that applies only to athletic programs. However, Title IX is a federal law that prohibits discrimination based on the sex (gender) of employees and students in all educational programs and activities. Title IX’s prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence.

As the Title IX Coordinator, Elizabeth monitors compliance with Title IX and ensures that reports of sex discrimination, sexual harassment, and sexual violence are investigated and addressed by the University. She also coordinates the University’s response to reports of sexual assault and works collaboratively with on and off-campus partners on sexual assault and harassment prevention, as well as education efforts. For more information and resources about sexual violence and sexual assault, please visit www.sexualviolence.uconn.edu. This website was designed to provide awareness, resources, and education for students, employees, parents, and visitors concerning sexual violence - what it is, what to do if it happens, where to go for support, and much more. Any student, faculty, or staff member who believes that he or she has been the victim of sex discrimination, sexual harassment, or sexual violence is encouraged to contact the University’s Title IX Coordinator (860-486-2943 or elizabeth.conklin@uconn.edu).
Title IX Committee Members

Chair: Associate Vice President, Office of Diversity & Equity, Title IX Coordinator
Associate Dean, School of Law
Case Manager, Office of Diversity & Equity
Chief of Police, UConn Police Department
Deputy Chief of Staff, President’s Office
Deputy Director of Athletics/Chief of Staff
Director of Faculty & Staff Labor Relations & Office of the General Counsel
Director, Avery Point Campus
Director, Community Standards
Director, Office of Audit, Compliance and Ethics
Office of the General Counsel
Title IX Support Specialist, Office of Diversity & Equity
Vice President Student Affairs
Vice Provost for Academic Operations, Provost’s Office
Vice Provost for Grad Education & Dean of the Grad School
TAB 6
Sexual Violence Resources
For more information, please visit: www.sexualviolence.uconn.edu

Campus-Based

University of Connecticut Police
126 North Eagleville Road, Unit 3070, Storrs, CT 06268
Phone: 860-486-4800
Website: www.police.uconn.edu/
The UConn Police Department is responsible for all criminal investigations and apprehensions. In cases of sexual assault, an officer is assigned to be the primary contact with the victim throughout the investigation and is available 24 hours a day. Regardless of whether charges are filed, the police are available to answer questions about the legal process and legal options regarding an incident, as well as to provide written information regarding victim's right to obtain a protective order, apply for a temporary restraining order, or seek enforcement of existing protective or restraining orders. The UConn Police Department may also be contacted anonymously through the Anonymous Tip Line by calling 860-486-4444 or sending an email to crimealerts@uconn.edu.

Student Health Services
234 Glenbrook Rd, Unit 4011, Storrs, CT 06269
Phone: 860-486-4700 (24-Hour Advice Nurse)
Phone: 860-486-2719 (Appointment Desk)
Website: www.shs.uconn.edu/womens_clinic.html
Student Health Services provides crisis and follow-up care for victims of sexual assault. Offers free medical examinations, medications, STD testing and crisis counseling and will assist in arranging referral services for evidence collection.

Student Health Services - Counseling & Mental Health Services
Arjona Building, 337 Mansfield Road, Unit 1255, Storrs, CT, 06269
Phone: 860-486-4705
Website: www.counseling.uconn.edu
Counseling and Mental Health Services provides both immediate crisis intervention and ongoing therapy to recent or past victims of sexual violence. Therapists can be accessed by appointment, walk-in, or after-hours emergency. These services are confidential.

Emergency Department at the UConn Health Center
263 Farmington Avenue, Farmington, CT 06030
Phone: 860-679-2588
Website: http://www.uhc.edu/patients/services/emergency/
24/7 full-service Emergency Department

Office of Community Standards
Wilbur Cross Building, Room 301
233 Glenbrook Rd, Unit 4119, Storrs, CT 06269
Phone: 860-486-8402
Website: www.community.uconn.edu
The Office of Community Standards is responsible for managing the “Responsibilities of Community Life: The Student Code,” which sets forth the standards for student behavior in the University community, and is a resource where student conduct is at issue. Community Standards’ process provides victims of sexual assault or intimate partner violence (IPV) with an opportunity to request that
Campus-Based Resources (cont’d)

disciplinary proceedings begin promptly. The proceedings are conducted by officials trained in issues related to sexual assault and IPV and use the preponderance of evidence standard in making its determinations. Both the victim and the accused are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual assault or IPV by an advisor or support person of their choice, to have an opportunity to present evidence and witnesses on their behalf during the proceeding, and to be informed in writing of the results of any proceeding within one business day after the conclusion of the proceeding. A range of sanctions may be imposed following implementation of Community Standards’ disciplinary proceedings, including but not limited to suspension and dismissal.

Office of Diversity and Equity (including the Title IX Coordinator)
Wood Hall, Room 137
241 Glenbrook Road, Unit 4175, Storrs, CT 06269
Phone: 860-486-2943
Website: www.ode.uconn.edu/
ODE is the University’s neutral investigatory unit charged with investigating and resolving internal complaints of discrimination and discriminatory harassment (including sexual harassment) by individuals who are injured by the discriminatory behavior of a University employee or University vendor. Complaints may be filed by reporting the incident to ODE at (860)486-2943 or filed in writing by completing and submitting the University’s Complaint In-Take Form.

UConn Women’s Center
Student Union, 4th Floor
2110 Hillside Rd., Unit 3118, Storrs, CT 06269
Phone: 860-486-4738
Website: www.womenscenter.uconn.edu/
The Women’s Center provides advocacy, support services, information and referral services to individuals who have, or think they might have, experienced sexual assault, dating/domestic violence, and stalking. The Women’s Center provides these services to both female and male survivors.

Office of Student Services and Advocacy
Wilbur Cross Building, 2nd Floor, Room 203
233 Glenbrook Rd, Unit 4062, Storrs, CT 06269
Phone: 860-486-3426
Website: www.ossa.uconn.edu
The Office of Student Services and Advocacy assists victims with academic and personal concerns that arise after an assault.

Department of Residential Life
Rome Commons, Ground Floor
626 Gilbert Road Extension, Unit 1022, Storrs, CT 06269
Phone: 860-486-2926
Website: www.reslife.uconn.edu/index.html
Department of Residential Life staff are knowledgeable about campus services and can help victims receive assistance, including expediting the campus judicial process or changes in housing.

Each of the offices listed above is a member of the University’s Community Response Team (http://www.community.uconn.edu/community_response_team.html).
Confidential Off-Campus Resources

Connecticut Sexual Assault Crisis Services, Inc.
All services are FREE and CONFIDENTIAL

Each Center Provides:
- Hotline Services 24 hours/day 7 days/week
- 24 hour crisis counseling
- Information & referral
- Advocacy for children and non-abusing parent
- Short-term counseling for victims and their family and/or friends
- Support groups and more
- Community education programs dealing with sexual assault issues
- Community prevention programs dealing with safety concerns, etc.

Statewide 24 Hour Toll Free Hotline (When you dial the number below, your call is routed to the center closest to your location.)
1-888-999-5545 English
1-888-568-8332 Español

Sexual Assault Crisis Center of Eastern Connecticut
Willimantic Office
90 South Park St.
Willimantic, CT 06226
Office: 860-456-3595 and 860-423-7673
Hotline: 860-456-2789
Email: weconnect@snet.net

New London Office
165 State Street, Suite 405
New London, CT 06320
Office 860-442-0604
Hotline: 860-437-7766

Safe Haven of Greater Waterbury
29 Central Avenue
Waterbury, CT 06702
Office: 203-575-0388
Hotline: 203-753-3613

Center for Women and Families of Eastern Fairfield County, Inc. Rape Crisis Services
753 Fairfield Avenue
Bridgeport, CT 06604
Office: 203-334-6154
Hotline: 203-333-2233
Email: cwfservices@cwefc.org

Women's Center of Greater Danbury Sexual Assault Crisis Services
2 West Street
Danbury, CT 06810
Office: 203-731-5200
Hotline: 203-731-5204
Email: womens.cntr@snet.net
Women and Families Center:

<table>
<thead>
<tr>
<th>Meriden Office</th>
<th>Middletown Office</th>
<th>New Haven Office</th>
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<tbody>
<tr>
<td>169 Colony Street</td>
<td>100 Riverview Center, Suite 274</td>
<td>1440 Whalley Avenue</td>
</tr>
<tr>
<td>Meriden, CT 06451</td>
<td>Middletown, CT 06457</td>
<td>New Haven, CT 06511</td>
</tr>
<tr>
<td>Hotline: 203-235-4444</td>
<td>Fax: 860-346-5705</td>
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<td>Hotline: 203-235-4444</td>
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YWCA of New Britain Sexual Assault Crisis Services

<table>
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<th>New Britain Office</th>
<th>Hartford Office</th>
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<tbody>
<tr>
<td>22 Glen Street</td>
<td>175 Main Street</td>
</tr>
<tr>
<td>P.O. Box 2545</td>
<td>Hartford, CT 06106</td>
</tr>
<tr>
<td>New Britain, CT 06051</td>
<td>Office: 860-241-9217</td>
</tr>
<tr>
<td>Office: 860-225-4681</td>
<td>Hotline: 860-547-1022 (Local)</td>
</tr>
<tr>
<td>Hotline: 860-223-1787 (Local)</td>
<td>Email: <a href="mailto:nbsacs@snet.net">nbsacs@snet.net</a></td>
</tr>
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</table>

Rape Crisis Center of Milford

70 West River Street
Milford, CT 06460
Office: 203-874-8712
Hotline: 203-878-1212

The Center for Sexual Assault Crisis Counseling and Education

700 Canal Street, Suite 226
Stamford, CT 06902
Office: 203-348-9346
Hotline: 203-329-2929
Email: info@saccee-ct.org

Susan B. Anthony Project

179 Water Street
Torrington, CT 06790
Office: 860-489-3798
Hotline: 860-482-7133
Office of Victim Services
225 Spring St., Fourth Floor
Wethersfield, Connecticut
Call 711 or 1-800-833-8134

The Office of Victim Services (OVS), Connecticut Judicial Branch, is the state's lead agency established to provide services to victims of violent crime. OVS contracts with non-profit and public organizations to provide services to crime victims. These services include, but are not limited to, information and referral, criminal justice support/advocacy, therapy, safety planning, group treatment/support, personal advocacy and assistance in filing applications for victim compensation.

Website: http://www.jud.ct.gov/crimevictim/
1. UConn can help with housing changes, class schedules, work schedules, student activities schedules and more after an assault.

2. A wide variety of on and off campus resources are available to victims.

3. To protect the campus community, all non-confidential University employees are required to report assaults they witness or are told about to Community Standards, Office of Diversity & Equity or the Title IX Coordinator under the Sexual Assault Response Policy. Each of these offices report information received to the UConn Police.

4. Victims are encouraged to self-report sexual violence to the Police and to University Administration. Confidential support is available on campus 24/7 through Counseling and Mental Health Services and medical staff at Student Health Services. Off-campus confidential resources are available 24/7 at sexual assault crisis centers statewide.

The University of Connecticut is committed to creating and maintaining a campus environment free from all forms of sexual violence, harassment, exploitation, and intimidation.

Every member of the University community should be aware that sexual violence is prohibited by law and by University policy and that the University will not tolerate any form of sexual violence. All reports of sexual harassment and violence are taken with the utmost seriousness. Victims who disclose that they have been subjected to sexual violence can expect to receive information regarding the wide variety of on and off campus resources. Victims are encouraged to self-report sexual violence to the police and to University administration. The University is committed to taking appropriate action to prevent sexual harassment and sexual violence, and to hold perpetrators accountable under the University’s Policies prohibiting sexual harassment and sexual violence.

The purpose of this website is to provide awareness, resources, and education for students, employees, parents, and visitors concerning sexual violence - what it is; what to do if it happens; where to go for support; and much more.

Victims or witnesses who used alcohol or drugs should not be afraid to report an assault. The expectation of the University of Connecticut is that all community members will advocate for the safety of others and our community. Accessing campus resources, including Community Standards, for victims of sexual assault must be the priority over any other consideration including minor potential violations of The Student Code. Please see the University’s Good Samaritan Policy.

The University is committed to ensuring compliance with Title IX, a federal law that prohibits discrimination based on the sex (gender) of employees and students. The University has designated Elizabeth Conklin as the University’s Title IX Coordinator and charged her with ensuring that reports of sex discrimination, sexual harassment and sexual violence are addressed by the University.
Sexual Violence Awareness

Get Help Now

For Emergencies call 911

Help is available 24/7

Other Emergency Contact Options

- UConn Police Department: 860-486-4800
- Connecticut Sexual Assault Crisis Services, Inc. 24-hour confidential hotline 1 888-999-5545
- The statewide domestic violence hotline 1-888-774-2900
- National Domestic Violence Hotline 1-800-799-7233

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http://sexualviolence.uconn.edu/helpnow.html
What to Do After an Assault

People who have been sexually assaulted react in many different ways. There is no “right” or “wrong” reaction. Listed below are some important things for you to consider if you have been sexually assaulted.

- Get to a safe place as soon as you can. If the assailant poses an immediate danger to you or anyone else, alert the UConn Police as soon as possible.

- Once you are safe, contact someone such as a friend, family member, resident assistant, the UConn Police, Student Health Services, Counseling and Mental Health Services, and/or a specially trained sexual assault advocate.

- There are also a number of other resources available to you.

- Seek medical care as soon as possible, even if you do not have any apparent injuries. Medical attention is vital, as you may have injuries of which you are unaware. Medical providers can also test you for sexually transmitted diseases, and provide emergency contraception if desired. Medical care for students can be obtained at Student Health Services.

- Sexual Assault Exams and Evidence Collection. The State of Connecticut provides for individuals who have been sexually assaulted to have an exam and forensic evidence collected at no cost within 72 hours of the assault. Even if you are undecided about reporting, the evidence can be collected and held anonymously for up to 60 days in order to allow for victims to decide whether to report to the police. A victim’s advocate can accompany you at the hospital. Try to preserve all physical evidence of the assault, even if you do not know whether you want to report the assault or press charges. This may include taking the following steps:
  - Do not bathe and try not to urinate if possible.
  - If oral contact took place, do not smoke, eat, or brush your teeth.
  - Do not change your clothes if possible. If you need to change, put all the clothes you were wearing in a paper bag (plastic destroys evidence) and bring them with you to your medical exam.

http://sexualviolence.uconn.edu/sexualassault/assault01.html

11/12/2013
• You are encouraged to contact the **UConn Police** to report the assault. Reporting can protect other people from being assaulted by the person who assaulted you. Also, it is critical to gather evidence shortly after an assault to increase the chances of a successful prosecution.

  • You do NOT need to report the incident to the police to seek medical attention or receive support services from the University and **resources** listed on this website. The decision to report the incident to the police is yours to make and does not have to be made immediately after the assault.

• You may want to seek counseling services, either on or off campus. The following counseling services for UCONN students are available on campus: **Counseling and Mental Health Services** (Storrs campus), **Counseling & Wellness Center** (Greater Hartford campus), **Counseling Services** (Avery Point, Torrington and Waterbury campuses), and the **campus psychologist** (Stamford campus). Off campus counseling services are available with the **Connecticut Sexual Assault Crisis Services, Inc.**
Reporting Options

Reporting a sexual assault is a deeply personal choice that only the victim can make. There is no requirement that the victim must prosecute his/her assailant. Victims often make this decision based on the circumstances of their assault and their life situation, including whether or not they feel that they have friends or family who will support them through the process. Another factor for some victims is the feeling that they would not want another person to be victimized by the same perpetrator. Filing criminal charges and/or filing charges with the University’s Office of Community Standards (if the attacker was a UConn student) or with the Office of Diversity and Equity (if the attacker was a UConn employee), are ways of regaining some control, holding the perpetrator accountable for his or her actions, and taking a stand on the victim’s and the community’s behalf. The following provides information about several different reporting options available to victims of sexual assault.

- Criminal Complaint & Protective Orders
- Obtaining a Restraining Order
- Title IX Coordinator
- Community Standards
- Office of Diversity and Equity

If you are an employee who receives information about or witnesses a sexual assault, you must comply with the University's Sexual Assault Response Policy, which requires all UConn employees (except those empowered by law to maintain confidentiality) to report incidents of sexual assault to one of three offices: Title IX Coordinator, Office of Diversity and Equity, or Community Standards. These offices will ensure that victims receive information about medical treatment and support services available to them, as well work to ensure the safety of the entire campus community.

© University of Connecticut
Sexual Violence Awareness

Frequently Asked Questions

Sexual Assault

1. What is sexual assault and intimate partner violence?
2. What are some examples of sexual assault?
3. What does sexual assault have to do with the sexual harassment?
4. Can I be sexually assaulted by my boyfriend, girlfriend, spouse, friend or acquaintance?
5. What is the University’s definition of consent?
6. How do I know whether someone is incapacitated (i.e., by drugs or alcohol) and thus, cannot consent to sexual conduct?
7. What if someone is incapacitated but still gives signs of consent to the sexual activity?
8. What if I am underage but was intoxicated at the time of the sexual assault—will I get charged with underage drinking if I report the assault?
9. What is the role of alcohol and drugs with sexual assault?
10. What do I do if I suspect I’ve been drugged and sexually assaulted?
11. How can I reduce my risk of being drugged and sexually assaulted?
12. What if I consent to some sexual activity, but then say no to other sexual activity; can there still be sexual assault?
13. What if I went on the date willingly or started talking to the person first, doesn’t that mean that I consented? In order to establish that I have not consented to specific sexual activity, am I required to physically resist the sexual activity?
14. I’m feeling so many different emotions. Is this normal?
15. What can I do if I or someone I know was sexually assaulted?
16. Does it matter when I report the sexual assault?
17. What will happen if I call the police or go to the hospital?
18. What are the benefits of reporting the sexual assault to the police?
19. What if I don’t want to file a criminal report?
20. If I don’t feel safe, what can the University do for me?
21. If I report being sexually assaulted by someone living in or near my residence hall, will I have to move?
22. What if I have a class with the person who attacked me?
23. What can I expect if I decide to file a complaint with Community Standards against the student who assaulted me?
24. What can I expect if I decide to file a complaint with the Office of Diversity and Equity against the employee who assaulted me?
25. What if I get the person who assaulted me in trouble? I don’t want that person to get removed from campus.
26. I don’t want to go through the University’s judicial process after filing my complaint. Do I have to participate?
27. What if I want to make an anonymous report to be included in campus crime statistics?
28. What if I do not want anything done? I don’t think I want to report what happened to me. I’m not sure it was sexual assault anyway.
29. Why would the University investigate the assault if I don’t want the University to do so?
30. Why is the Title IX Coordinator listed as a resource? I thought Title IX had to do with gender discrimination in sports.
31. What if I am sexually assaulted in another country on a University-sponsored study abroad program?
32. What rights do I have if I am accused of sexual assault?
33. What if I am found responsible by Community Standards for violating the Student Code’s provisions prohibiting sexual misconduct?
34. What if I believe that I’ve been falsely accused of sexual assault?

http://sexualviolence.uconn.edu/faq/sexual.html
36. I would never want to hurt someone or be accused of sexual assault. What can I do to protect myself?

1. What is sexual assault and intimate partner violence?

Answer: Sexual assault is defined as rape or unwanted physical contact with the intimate parts of a person’s body for purposes of sexual gratification, humiliation or degradation. The intimate parts of a person’s body means the genital area or any substance emitted therefrom, groin, anus or any substance emitted therefrom, inner thighs, buttocks or breasts. Rape is a type of sexual assault that involves sexual intercourse which is initiated by one or more persons against another person without that person's consent. Sexual intercourse means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of gender. Penetration, however slight, is sufficient to complete intercourse or fellatio and does not require the emission of semen. Penetration may also be committed by an object manipulated by the perpetrator into the genital or anal opening of the victim’s body. Intimate partner violence is 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, stalking, or domestic violence under Connecticut law.

2. What are some examples of sexual assault?

Answer: Some examples of sexual assault include, but are not limited to:

- Someone touching, fondling, kissing or making contact with the intimate parts of your body without your consent;
- Someone putting his/her finger, tongue, mouth, penis or any object in or on your vagina, mouth, penis or anus without your consent.

3. What does sexual assault have to do with the sexual harassment?

Answer: Sexual assault is a form of sexual harassment.

4. Can I be sexually assaulted by my boyfriend, girlfriend, spouse, friend or acquaintance?

Answer: Yes. The definition is the same regardless of who the accused is – if there was no consent, there is sexual assault.

5. What is the University’s definition of consent?

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

6. How do I know whether someone is incapacitated (i.e., by drugs or alcohol) and thus, cannot consent to sexual conduct?

Answer: Signs of incapacity include, but are not limited to: slurred speech, bloodshot eyes, stumbling or difficulty maintaining balance, vomiting, inability to focus eyes, inability to communicate/comprehend situation, and unconsciousness. If you are unsure whether someone is incapacitated, protect yourself by not engaging in sexual contact with that person.

7. What if someone is incapacitated but still gives signs of consent to the sexual activity?

Answer: If the other person knew or should have known that the individual was incapacitated, there is no consent.

http://sexualviolence.uconn.edu/faq/sexual.html

11/8/2013
8. What if I am underage but was intoxicated at the time of the sexual assault – will I get charged with underage drinking if I report the assault?

Answer: No. If you have been sexually assaulted while underage and intoxicated, neither you nor a friend assisting you will be charged with underage drinking by the University of Connecticut.

9. What is the role of alcohol and drugs with sexual assault?

Answer: Alcohol is present in 80-85% of reported rapes. Drinking too much in no way makes being raped or assaulted your fault! Legally, if you were intoxicated or passed out as a result of over-drinking or drugs, it was impossible to give consent.

There are a number of "date rape" drugs used in the community. Some examples include Rohypnol, GHB, and Ketamine HCL. With regard to the drug Rohypnol – also known as Ruffles, Roaches, Rope, Mind-Erasers, Lunch Money and Mexican Valium - this drug is in the same family as Valium. However, it is described as being 10 times stronger than Valium. It is illegal in the U.S. but is used in 80 other countries to treat people with severe and debilitating sleep disorders. It is also used as a pre-anesthetic before surgery. It is odorless, tasteless and colorless and dissolves rapidly in alcoholic and nonalcoholic drinks. Physical effects are noticeable within 20-30 minutes of ingestion, and their overall effects can last from six hours to 20 hours, depending on the dose that was taken. Complete or partial amnesia is the most common effect of this drug, especially when taken with alcohol. The person who ingested Rohypnol may also experience the following symptoms:

- Drowsiness
- Confusion
- Feelings of extreme drunkenness
- Unconsciousness

The effects of the drug vary, however, depending on the dose ingested, whether it is taken with alcohol, weight, and how soon medical care is received.

With regard to GHB (chemical name is gamma hydroxybutrate), it is also known as Liquid G, Georgia Home Boy, Gamma 10, Energy Drink, Liquid Ecstasy, and G-Juice. It acts as a depressant on the central nervous system and is marketed in liquid, pill or powder form. It can be slipped into a drink and a person can feel the effects within 15 minutes of ingestion. The effects include those very similar to Rohypnol symptoms, such as confusion, intense drowsiness, and unconsciousness. Mixed with alcohol, GHB can cause the central nervous system to shut down, lead to loss of consciousness and possibly result in a coma or death.

With regard to Ketamine HCL, which has the street name of Special K, it is a general anesthetic used in veterinary medicine. It is a clear liquid or white powder and causes hallucinations, paralysis, and respiratory depression. Most labs are unable to test for this drug because it is metabolized completely within 2 hours.

10. What do I do if I suspect I've been drugged and sexually assaulted?

ANSWER: Get to a safe place and call a sexual assault crisis center for information or support. Determine whether you want to report the incident to the police. If there is any chance you do want to report the assault, you should not shower, bathe, change clothes or straighten up the area until medical and legal evidence is collected because these actions will destroy evidence. If you want to report the incident, first call the police and then go to the hospital and have medical evidence collected.

If you do not want to report the assault to the police or are unsure if you want to report it to the police, it is very important that you still go to a hospital, clinic or private doctor for treatment of external and/or internal injuries, tests for pregnancy and STDs, and support services.

Request a urine test as quickly as possible to detect the presence of drugs because every hour matters. Chances of
getting proof that you were drugged are best when the sample is obtained soon after the substance has been ingested, but depending on the substance used, the test can be reliable even on a sample obtained 72 hours later.

11. How can I reduce my risk of being drugged and sexually assaulted?

Answer: Remember that it is never your fault if you have been drugged and sexually assaulted. That said, there are things that you can do to reduce the risk of that occurring such as:

- Be aware of your limits and honor your instincts.
- Communicate with your friends and those you're partying with ahead of time about your plans for the evening.
- Do not leave beverages unattended.
- Do not take any beverages from someone you do not know well or trust.
- At parties, do not accept open container drinks from anyone.
- Be alert to the behavior of friends and ask them to watch out for you. Anyone extremely intoxicated after consuming only a small amount of alcohol may be in danger.

12. What if I consent to some sexual activity, but then say no to other sexual activity; can there still be sexual assault?

Answer: Yes. One must look at the circumstances to determine whether there was consent with respect to each sexual act. If there is consent to one sexual act, but not for another, the act for which there is no evidence of consent will be considered sexual assault.

13. What if I went on the date willingly or started talking to the person first, doesn’t that mean that I consented?

Answer: No. You always have the right to say no, even if:

- You have been drinking;
- You have been making out;
- You have had sex before;
- You said yes, then changed your mind;
- Your partner says, “You owe me;”
- You’re flirting or wearing sexy clothes; or
- You think she or he will get mad.

14. In order to establish that I have not consented to specific sexual activity, am I required to physically resist the sexual activity?

Answer: No. Physical resistance is not required. There is no consent if a reasonable person would believe that there was no mutually understood, freely given agreement to the sexual activity.

15. I’m feeling so many different emotions. Is this normal?

Answer: Reactions to a traumatic experience such as sexual assault vary from person to person. The following are examples of both physical and emotional reactions that a victim of sexual assault might experience:

Physical Reactions:

- Aches and pains: headaches, backaches, stomach aches
- Sudden sweating and/or heart palpitations
- Changes in sleep patterns, appetite, interest in sex
- Constipation or diarrhea
- Easily startled by noises or unexpected touch
- More susceptible to colds and illness

Emotional Reactions:

http://sexualviolence.uconn.edu/faq/sexual.html

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Sexual Violence Awareness > University of Connecticut

- Shock
- Disbelief
- Embarrassment
- Shame
- Guilt
- Depression
- Disorientation
- Denial
- Fear
- Anxiety
- Anger
- Social Withdrawal
- Self-Blame
- Concern for the assailant
- Lack of concentration, resulting in academic difficulties

16. What can I do if I or someone I know was sexually assaulted?

Answer: Review What to Do After an Assault, Victims’ Resources, Supporting a Victim, and Reporting Options.

17. Does it matter when I report the sexual assault?

Answer: You can always report a sexual assault to the police and/or University regardless of when it occurred. However, it may be helpful for you to know that the sooner you file a report after the crime, the better the chances that helpful evidence can be collected to support a criminal case, that you will be able to convey a clear account of what happened, and that the police and University will be able to identify and speak with witnesses. If you wish to report the assault to the police, it is strongly recommended that you do so as soon as possible after the assault. Also, if you choose to report the incident to the University’s Office of Community Standards and utilize the student conduct process (either in addition to or in lieu of the criminal prosecution process), there is no time limit to initiate the case.

18. What will happen if I call the police or go to the hospital?

Answer: If the assault took place on campus, then UConn police will respond. If the assault took place off campus, it falls under the jurisdiction of the local police department where the assault occurred. When the police arrive, they will first assess your medical needs to determine if you need to go to the hospital immediately. Then, the officer will begin to interview you about what happened. Even though this is often difficult, it is necessary if a police report is to be completed.

Review At the Hospital for information about what happens when you go to the hospital. Keep in mind that you can take someone along with you to support you at the hospital. You also might consider having a victim’s advocate to accompany you and support you through the exam. This is your choice.

19. What are the benefits of reporting the sexual assault to the police?

ANSWER: The benefits of reporting the assault to the police are that the police can preserve evidence of the assault; the police can advise a victim on safety planning techniques, including how to obtain a restraining order and/or protective order; the police can escort a victim to obtain the necessary medical treatment; the police can inform the victim of his/her eligibility for state crime victim compensation funds (compensation for medical and dental expenses related to the crime; counseling, lost wages, and other assistance); and the police will assist with prosecuting the accused, which can lead to punishment of the accused and protection of the victim and others in the community from being victimized. Individuals who commit sexual assault offenses are not apprehended and prosecuted, research demonstrates that they may continue to commit sexual offenses.

20. What if I don’t want to file a criminal report?

ANSWER: You are not required to file a criminal report. The decision whether to report the assault to the police is entirely your decision to make. If you choose not to report the assault to the police, you are still encouraged to obtain medical treatment and contact an advocate to assist you with recovering from this event.

21. If I don’t feel safe, what can the University do for me?

Answer: The University will work with you to identify options that will help you feel safe – for example, identifying alternative living arrangements, parking and transportation issues, and/or academic/social concerns, as well providing you with information regarding obtaining a protective order or restraining order. The Title IX Coordinator and representatives from other on-campus resources can assist you with this, such as Community Standards, the Office of Student Services & Advocacy, and the Office of Diversity and Equity.

22. If I report being sexually assaulted by someone living in or near my residence hall, will I have to move?

Answer: Not unless you choose to. In the majority of cases, once a report is made and the investigation begins, the accused would be the person moved to another location if s/he lives on the campus and in proximity to the reported victim, at the request of the victim.

23. What if I have a class with the person who attacked me?

Answer: While every case is different, efforts will be made to assist the student victim in eliminating or minimizing contact with the accused. In some cases, the accused will be moved to a different residence hall or removed from the campus pending the outcome of the case. Unless notified that the accused has been removed, the student should be prepared for the possibility of seeing the accused on campus. Student victims are encouraged to inform the University representative supporting them in this process and/or the Title IX Coordinator as soon as possible if the student has classes or lives in the same residence hall as the accused and the victim needs assistance with changes to living arrangements or academic schedules. In any case, it will be important to avoid direct contact with this person.

24. What can I expect if I decide to file a complaint with Community Standards against the student who assaulted me?

ANSWER: If you decide to file a complaint regarding the sexual assault with Community Standards, staff within the Community Standards office will notify the accused of the allegations against him or her. Community Standards will assign a student conduct officer to the case who will investigate, schedule a conference with the accused, and other individuals as deemed necessary and appropriate. You, the victim of the assault, will not be asked to appear for the conference. After reviewing the incident with the accused, the student conduct officer will determine appropriate allegations, if any, and whether or not the situation may be resolved by way of an administrative agreement or by an administrative hearing. Typically, a hearing will consist of one or two administrative hearing officers. The hearing participants may include the investigating student conduct officer, the accused, the complainant, witnesses, and a support person for each accused student and complainant, the member(s) of the hearing body, and a hearing advisor. Support and privacy of all those potentially involved in the hearing process must and will be taken into consideration. This may include, but is not limited to, alteration of the hearing room setup, use of multiple rooms and video-conferencing equipment, or other electronic means. Normally, an administrative hearing will be conducted within fifteen (15) business days of the accused being notified of the hearing and allegations. The hearing will be conducted in private. If a violation of the Student Code is found, the administrative hearing officers may impose any sanction as appropriate.

25. What can I expect if I decide to file a complaint with the Office of Diversity and Equity against the employee who assaulted me?

Answer: If you decide to file a complaint regarding the sexual assault with the Office of Diversity and Equity, a case manager will be assigned to the case who will investigate your allegations and will notify the accused of the complaint. The case manager also will assist with implementing any interim measures that are necessary during the investigatory period (including but not limited to changes to residential living, class schedules, etc.). At the end of the investigation, the case manager will issue a written report indicating whether or not a violation of University policy has taken place. If a violation has been found, the case manager will make recommendations as to disciplinary and remedial measures.

http://sexualviolence.uconn.edu/faq/sexual.html
26. If I get the person who assaulted me in trouble? I don’t want that person to get removed from campus.

Answer: Individuals are responsible for their own conduct and need to face the consequences, which may, but do not always mean, getting kicked off campus. By coming forward, you are helping to prevent sexual assault from happening to other community members in the future.

27. I don’t want to go through the University’s conduct process after filing my complaint. Do I have to participate?

Answer: No. A Community Standards staff member is assigned as the investigating student conduct officer and will serve as the individual presenting the information at a hearing. You will have three options: participate in person at the hearing, submit a written statement, or not participate at all.

28. What if I want to make an anonymous report to be included in campus crime statistics?

Answer: You can make an anonymous report of the sexual assault to the UConn Police, Title IX Coordinator, the Office of Diversity and Equity, or Community Standards by giving only the time, date and location of the assault.

29. What if I do not want anything done? I don’t think I want to report what happened to me. I’m not sure it was sexual assault anyway.

Answer: If you do not want to report it, but want to talk to someone confidentially, please contact a confidential off-campus Sexual Assault Crisis Center. Counselors can help you determine whether what happened to you is sexual assault in a completely confidential environment. You have the option of not reporting the incident.

30. Ever, please know that though difficult, filing claims with the police and/or University can help to prevent sexual assault from happening on the UConn campus. Also, you should be aware that if you tell someone in Residential Life, a faculty member, or any other University employee (with limited exceptions), they will refer the matter to the Title IX Coordinator, the Office of Diversity and Equity, or Community Standards. These offices may proceed with an investigation based on the obligations they have under the law to take steps to assure that the report is addressed and to prevent the incident from happening again. Similarly, some employees and offices, like Residential Life, must report non-identifying information about the assault to the police under the law. This means that the employee is not required to disclose your identity or the identity of the accused to the police but must advise the police of the date, time and location of the assault and when s/he received the report.

30. Why would the University investigate the assault if I don’t want the University to do so?

Answer: Because sexual assault is a form of prohibited sexual harassment, and the University has an obligation under the law and its policies to address assault and harassment when it happens to a member of the UConn community. Being able to address such conduct helps to improve campus climate and prevents sexual assault from happening to other community members in the future.

31. Why is the Title IX Coordinator listed as a resource? I thought Title IX had to do with gender discrimination in sports.

Answer: Title IX of the Educational Amendments Act prohibits sex discrimination and sexual harassment at educational institutions, in addition to requiring equity in sports. The Title IX Coordinator, Elizabeth Conklin, is the individual responsible for ensuring compliance with the law in this area at UConn. Click here for additional information regarding it.

32. What if I am sexually assaulted in another country on a University-sponsored study abroad program?
Answer: The same resources and reporting options that are available to students on campus are available to individuals sexually assaulted in another country on a University-sponsored study abroad program. However, the laws in each country may vary on what constitutes a sexual assault and how such matters are handled by police and/or courts in comparison to the United States.

33. What rights do I have if I am accused of sexual assault?

Answer: The rights of the person accused of sexual assault and the person reporting a sexual assault are set forth in detail in The Student Code.

34. What if I am found responsible by Community Standards for violating the Student Code’s provisions prohibiting sexual misconduct?

Answer: Community Standards may impose a range of sanctions, including suspension or expulsion from the University.

35. What if I believe that I’ve been falsely accused of sexual assault?

Answer: You will have the opportunity to fully provide your side to the investigator. If there is evidence to establish that you have been falsely accused, that will be considered in the investigation, and the investigator’s analysis of the evidence will be provided in a written report upon completion of the investigation. Further, the Student Coce, Code of Conduct, and University Policies state that anyone who knowingly files a false complaint, or who knowingly provides false information to, or intentionally misleads University officials, is subject to discipline, up to discharge for employees and dismissal for students.

36. I would never want to hurt someone or be accused of sexual assault. What can I do to protect myself?

Answer: Listen carefully. Take the time to hear what your date is saying. If you feel you are getting “mixed message” ask for a clarification. Don’t fall for the common stereotype that when someone says “No” they really mean “Yes.” “No” means “No.” If someone says “No” to sexual contact or they are not sure if they want to engage in the sexual activity, stop immediately.

Remember that “date rape” is a crime. It is never acceptable to use force in sexual situations, no matter what the circumstances. Don’t assume that your date wants to have sex

- because they drink, dress provocatively, or agree to go home with you;
- because they had sex with you previously;
- because they willingly engage in kissing and/or other sexual interaction;
- because you bought them dinner and drinks.

Be aware that having sex with someone who is mentally or physically incapable of giving consent is rape. If you have sex with someone who is intoxicated to the point of incapacitation, drugged, passed out, incapable of saying “No,” or unaware of what is happening around him or her, you may be guilty of rape.

Get involved if you believe someone is at risk. If you see someone using force or pressuring his or her date, don’t be afraid to intervene by getting help. You may save someone from becoming a victim. Avoid clouding your judgment and understanding of what another person wants by using alcohol and other drugs.
Criminal Complaint Process

It may seem intimidating or even frightening to consider filing a criminal complaint. If this is the case, there are people such as Victim Advocates who can support you through the process of a police interview, the subsequent investigation, and possible prosecution. Reporting to the police begins this legal process.

First Response by Police

Generally, there are two circumstances under which a police officer would come to speak with you about an assault:

1. The officer arrives at your residence or wherever you are, in response to an emergency call. In this case, the officer's first responsibility is to provide aid to you as a crime victim. This may mean driving you to the emergency room for medical treatment, or simply interviewing you there.
2. A second scenario is when an officer is called to the emergency room in response to a call from the medical staff. In this case, the initial interview will occur in a private room at the hospital with your consent.

The responding officer will sit with you and ask you detailed questions about what occurred, where, when, and how. Many of the questions may feel difficult to answer. Well-trained officers understand how difficult it is to answer these questions, but if they are to aid in an investigation, they need as much detail as possible. It might be helpful to have an advocate sit with you to provide support through this process.

Investigation

If an officer is called to the scene of the incident, that person must protect the crime scene, determine the type and circumstances of the crime committed, as well as identify potential suspects and witnesses. At the University of Connecticut, you may request a plain clothes officer if you wish, so the situation will be handled more discreetly. An officer may need to interview other witnesses, asking very specific questions about the crime. The officer will then collect evidence, and may document the crime scene.

After the police conduct interviews and gather evidence, they will prepare a report summarizing their investigation. If probable cause exists, the police will also prepare an application for an arrest warrant. ("Probable cause" exists when he facts and circumstances within the knowledge of the officer, and of which s/he has reasonably trustworthy information, are sufficient in themselves to warrant a person of reasonable caution to believe that a crime has been committed.) Both the report and application are then given to the State's Attorney's office. Physical evidence, including the sexual assault evidence collection kit (if you choose to have it completed), is sent to the Connecticut Forensic Science Laboratory for analysis. Your case will be assigned a case number, which you may want to note. You may request a copy of the police report for your own files. If you see any errors, or you remember any further information that will aid the police or the State's Attorney, by all means inform the police. It is not unusual for victims to remember more detail as time passes.

Criminal Prosecution & Protective Orders

The process of prosecuting someone in the U.S. criminal justice system can seem onerous to the victims of sexual assault, and yet research shows that the experience can be cathartic. Much depends on one's expectations and preparation. Below is an abbreviated description of how the system works, under ideal circumstances.
If the State’s Attorney decides that there is enough evidence, criminal charges are brought against the assailant and an arrest warrant is issued. If the location of the assailant is known, an arrest takes place, and a bond hearing is held the next business day. While the criminal case is pending, you can also request that the court issue a protective order prohibiting the assailant from being within a certain distance of you and contacting you or family members. Although the protective order will not prevent the assailant from contacting you or approaching you, if s/he does so, police can arrest him/her for violating the protective order.

It may seem very impersonal, but from this point forward your role becomes solely that of “witness.” It is the State of Connecticut, as represented by the State’s Attorney, that brings charges against the assailant with your testimony serving as evidence. Your testimony is essential to successful prosecution, but you are only required to be in the courtroom during the time you testify. That is because while you are the victim, the crime is considered to be against the State.

After criminal charges are filed, a series of hearings and courtroom proceedings take place. While both the prosecuting and defense attorneys may request "continuances," the amount of continuances granted to the prosecution is limited by the assailant’s constitutional right to a fair and speedy trial. This constitutional limitation does not limit the amount of continuances granted to the defense because the defendant can waive his/her speedy trial right. This is why many trials stretch out to as long as one year or more. Trial will take place in the Superior Court of Connecticut and you will be questioned on the witness stand about the assault.

**Sentencing**

If the assailant is found guilty, you may file a Victim Impact Statement with the judge prior to sentencing. This allows you to tell the judge how the assault has affected you and your family, emotionally and economically. The sentencing portion of the trial is separate from the proceeding to determine guilt or innocence. In Connecticut, the judge (rather than a jury) determines the appropriate sentence for the assailant (with the exception of death penalty cases).

**Victim’s Rights**

In all criminal prosecutions, a victim, as the State Legislature has defined by law, shall have the following rights:

1. The right to be treated with fairness and respect throughout the criminal justice process;
2. The right to timely disposition of the case following arrest of the accused, provided no right of the accused is abridged;
3. The right to be reasonably protected from the accused throughout the criminal justice process;
4. The right to notification of court proceedings;
5. The right to attend the trial and all other court proceedings the accused has the right to attend, unless such person is to testify and the court determines that such person’s testimony would be materially affected if such person hears other testimony;
6. The right to communicate with the prosecution;
7. The right to object to or support any plea agreement entered into by the accused and the prosecution and to make a statement to the court prior to the acceptance by the court of the plea of guilty or nolo contendere by the accused;
8. The right to make a statement to the court at sentencing;
9. The right to restitution which shall be enforceable in the same manner as any other cause of action or as otherwise provided by law; and,
10. The right to information about the arrest, conviction, sentence, imprisonment and release of the accused.

**Filing a Lawsuit in Civil Court Legally**

A sexual assault is not only a crime against the state, but also a civil dispute between the victim and assailant. Civil cases seek financial compensation for physical, emotional and psychological harms done to the victim by the assailant. The standard of proof required to win a civil claim is proof by a fair preponderance of the evidence, which is a less rigorous standard than is required in a criminal case (proof beyond a reasonable doubt). As a victim, you have the

http://sexualviolence.uconn.edu/resources/complaint.html

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option to file a civil lawsuit in court or negotiate a settlement out of court. You have this option regardless of the outcome of a criminal case. The decision to begin a civil lawsuit, or stop one in process, is entirely your own.
How Does a Restraining Order Work?

A restraining order is available to victims of domestic/family violence (including those that have experienced sexual assault) regardless of whether the abuser has been charged with a crime. This may be issued by a judge in the civil court (Family Division of the Superior Court) after the victim files an "Application for Relief from Abuse" form with the court. After completing the form, the clerk of the court will take the application to a judge who will read it over carefully and decide either to: (1) issue the order immediately and set a date for a hearing to occur within two weeks at which the judge will hear from both parties and decide whether the order should be continued and extended for 6 months ("temporary restraining order"); or (2) not issue the order immediately but, instead, set a date for a hearing to occur within two weeks at which the judge will hear from both parties and decide whether a restraining order should be issued for a 6-month period ("restraining order after a hearing"). There is no cost for filing the application for the restraining order and the State of Connecticut pays the marshal's fees to have the papers served on the respondent.

The judge may issue a temporary restraining order if the applicant alleges an immediate and present danger from the respondent. A restraining order (both a temporary restraining order and a restraining order after a hearing) can be issued to protect not only the applicant/victim, but also others, such as dependent children, as the court sees fit. The order may include temporary child custody or visitation rights and may include orders prohibiting the respondent from:

- Imposing any restraint upon the person or liberty of the applicant;
- Threatening, harassing, assaulting, molesting or sexually assaulting, or attacking the applicant; or
- Entering the family dwelling or the dwelling of the applicant.

Obtaining protection for dependent children and child custody and/or visitation orders is one of the main differences between a restraining order (issued by a family court) and a protective order (issued by a criminal court). If the person who is the subject of the restraining order violates the order, s/he will be arrested and charged with the crime of Criminal Violation of a Restraining Order which is a Class D Felony. The person may also be charged with other crimes committed at the same time (e.g., assault, criminal trespass, risk of injury to a child, threatening, etc.).

Procedure for Applying for a Restraining Order

The person who applies for a restraining order is called the "applicant" in the process. The person against whom the order is sought is called the "respondent."

STEP ONE: The applicant must complete the following forms:

Application for Relief From Abuse; and

Affidavit

Follow the instructions on these forms carefully. If you are seeking temporary custody of children, you must also complete an "Affidavit Concerning Children" form. If more than two children are involved, you should use the form "Addendum to Affidavit Concerning Children" to supply the required information regarding these additional children.

There are no court fees for the filing of the initial Application or for any motion to modify or extend the order. In addition, the Judicial Branch will pay the fee to have the order served on the respondent. Also, to protect a victim's actual location, participants in the Address Confidentiality Program are assigned a post office box at the Secretary of State's Office and receive forwarded mail from the agency. In filling out any court document, you may use the address:

supplied by this program to protect your location from the respondent. For more information on the Secretary of the State’s Address Confidentiality Program call the Connecticut Coalition Against Domestic Violence at (888) 774-2900, or Connecticut Sexual Assault Crisis Services at (888) 999-5545. For information in Spanish call (888) 586-8332.

STEP TWO: The applicant must then submit the completed forms to the court clerk. Both the Application and the Affidavit must be signed in the presence of a clerk, notary public or an attorney. The Application and Affidavit will be carefully reviewed by a judge and the applicant may be required to testify in court when the judge reviews the Application.

If upon review of the information supplied by the applicant the court grants the Application for Relief from Abuse, the clerk’s office will process the papers and return to the applicant two certified copies of the Order along with the original Application, Affidavit(s) and Order. If a temporary restraining order has been issued, the clerk will send a copy of the Order or information contained in the Order to law enforcement within 48 hours. The applicant should keep one of the certified copies of the Order with him/her at all times and the other certified copy should be kept in a safe place.

STEP THREE: The applicant should immediately bring the original Application, Affidavit(s) and Restraining Order or Order and Notice of Court Hearing to a State Marshal or any proper officer for service. (At certain court locations, a State Marshal will be at the courthouse at established times during the day to help facilitate service; check with the court clerk about this).

The State Marshal or other proper officer must serve a copy of these papers on the respondent at least five days before the hearing date to notify the respondent of the temporary restraining order, if any, and the hearing date.

STEP FOUR: The applicant must be present in court at the time and date scheduled for the hearing if s/he wants the court to issue a restraining order (if no temporary restraining order had been issued) or continue the restraining order (if a temporary restraining order was issued). If the respondent wishes to be heard concerning the Application, that person must also appear at the time and date scheduled.

At the hearing, the applicant will have an opportunity to present to the judge the reasons for seeking or continuing a restraining order. The respondent will also have an opportunity to be heard. Witnesses or evidence that will support the applicant’s claims or the respondent’s defense should be brought to court.

STEP FIVE: After the hearing, if the judge grants a restraining order, the applicant will receive two (2) certified copies of a new Restraining Order Relief From Abuse form. If the respondent was present at the hearing, a copy will be given to him/her. If the respondent did not attend the hearing, a copy will be mailed to him/her. The court clerk will send a copy of the Order or information contained on the Order to law enforcement within 48 hours.

The applicant should keep one of the certified copies of the Order with him/her at all times and the other certified copy should be kept in a safe place. The orders after a hearing are effective for six months unless a different period is ordered by the court. The applicant should contact the police department immediately and file a complaint if the respondent violates any order issued.

If the applicant wants the Restraining Order to extend beyond the period ordered by the court, that person must submit a Motion to Extend to the court clerk’s office. To help prevent the Order from lapsing, the Motion to Extend should be submitted at least two to three weeks before the Restraining Order expires. After the motion is submitted, the court clerk will schedule a hearing and return the motion to the applicant for service on the respondent. On the hearing date, the same court procedures described above will apply. There are no court fees for the filing any motion to modify or extend the order. In addition, the Judicial Branch will pay the fee to have the order served on the respondent.
### Instructions To Person Filing Application (Applicant)

1. Use a typewriter, print clearly in ink, or fill out on-line. You must also fill out an Affidavit, form JD-FM-138. Give both forms to the Clerk of Court.
2. After your Application and Affidavit are processed, the clerk will give you the proper papers to have served on the Respondent.
3. Make sure the originals are returned to court after service.

1. If Ex Parte relief is ordered, prepare the following forms: Order of Protection, form JD-CL-99, and if applicable, Additional Orders of Protection, form JD-CL-100; Order and Notice of Court Hearing, form JD-FM-140; General Restraining Order Notifications (Family), form JD-CL-104.
2. If Ex Parte relief is NOT ordered, prepare the following forms: Order and Notice of Court Hearing, form JD-FM-140; Information Concerning Firearm in Relief from Abuse Cases, form JD-CL-104A.
3. Provide the Applicant with the original and one copy of the Application and Affidavit. Return copies of each for court file.
4. Provide the Applicant with the Procedures For Relief From Abuse Process brochure JD-P-142 for further information.

### Instructions To Clerk

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<tr>
<th>Judicial District</th>
<th>Court location</th>
<th>Zip code</th>
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<tbody>
<tr>
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<td>Race</td>
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<td>Address to which mail is to be sent (Number, street)</td>
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<td>Home/residence address* (See NOTE below)</td>
<td>Same as mailing address</td>
<td>(Town)</td>
<td>(State)</td>
</tr>
<tr>
<td>Work address* (See NOTE below)</td>
<td>(Town)</td>
<td>(State)</td>
<td>(Zip Code)</td>
</tr>
</tbody>
</table>

**NOTE:** The address or addresses you provide will be included on papers that are in the court file and will be provided to the respondent. The address or addresses you provide will also determine which law enforcement agencies are notified if a restraining order is issued. If you believe that giving out your home or work or school address would put you and/or your children's health, safety or liberty in danger, you may use a mailing address that is different from your home or work address. You can also file a Request for Non-disclosure of Location Information form (JD-FM-188) with the Clerk of Court. If you provide a mailing address that is different from your home address or work address, and you do not provide a home or work or school address, the protection you receive from the restraining order may be limited.

### Information About The Respondent

| Name of respondent (Person the application is filed against) (Last, first, middle initial) | Date of birth (mm/dd/yyyy) | Sex (M/F) | Race |
| Address of respondent (Number, street) | (Town) | (State) | (Zip Code) |
| Respondent's telephone number | Other identifiers (Examples include height, weight and approximate age) |

Respondent is ("X" all that apply)

- [ ] My spouse or a person I have a civil union with
- [ ] Someone I have cohabited with as an intimate partner (romantic, spousal, or sexual relationship while living together)
- [ ] My former spouse or a person I had a civil union with
- [ ] A person related to me by blood or marriage
- [ ] Parent of my child
- [ ] A person I reside or resided with
- [ ] My parent
- [ ] A caretaker who is providing shelter in his or her residence to a person 60 years of age or older
- [ ] My child
- [ ] A person I have (or recently had) a dating relationship with

- [ ] "X" here if a Protective Order or Restraining Order exists affecting any party to this Application (Enter docket number and court location)

<table>
<thead>
<tr>
<th>Docket number</th>
<th>Court location</th>
</tr>
</thead>
</table>

- [ ] "X" here if a dissolution of marriage (divorce), dissolution of civil union, custody or visitation action exists involving the same parties.
(Enter docket number and court location)

| Docket number | Court location |
**Application For Relief From Abuse**

I have been subjected to a continuous threat of present physical pain or physical injury, stalking or a pattern of threatening, by the Respondent named above as explained more fully in my attached Affidavit.

1. I request that the court order the following conditions: (*"X" all that apply)*
   - [ ] The Respondent not assault, threaten, abuse, harass, follow, interfere with, or stalk me. (CT01)
   - [ ] The Respondent stay away from my home or wherever I shall reside. (CT03)
   - [ ] The Respondent not contact me in any manner, including by written, electronic or telephone contact, and not contact my home, workplace or others with whom the contact would be likely to cause annoyance or alarm to me. (CT05)
   - [ ] The Respondent may return to the home one time with police to retrieve belongings. (CT14)
   - [ ] If the applicant has moved out of the home of the Respondent, the Respondent shall permit the Applicant to return to the Respondent's home on one occasion, with police, to retrieve the Applicant's belongings. (CT15)
   - [ ] The Respondent stay 100 yards away from me. (CT16)
   - [ ] That the order protect my minor children. (CT18)

<table>
<thead>
<tr>
<th>Name (Last, first, middle initia)</th>
<th>Sex (MF)</th>
<th>Date of birth (mm/dd/yyyy)</th>
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<tbody>
<tr>
<td>1</td>
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<th>Name (Last, first, middle initia)</th>
<th>Sex (MF)</th>
<th>Date of birth (mm/dd/yyyy)</th>
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<td>6</td>
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</table>

2. I request that the court make the following temporary child custody and visitation orders:
   - [ ] Award me temporary custody of the following minor child(ren) who is (are) also the child(ren) of the Respondent.

<table>
<thead>
<tr>
<th>Name (Last, first, middle initia)</th>
<th>Sex (MF)</th>
<th>Date of birth (mm/dd/yyyy)</th>
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<th>Name (Last, first, middle initia)</th>
<th>Sex (MF)</th>
<th>Date of birth (mm/dd/yyyy)</th>
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<tbody>
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<tr>
<td>6</td>
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</table>

3. I request that the court order the following: (further order)

<p>| |</p>
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</table>

4. I am in school and I request that a copy of the restraining order, if it is granted, be sent to my school

<table>
<thead>
<tr>
<th>Name of school</th>
<th>Fax number of school</th>
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<tbody>
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<table>
<thead>
<tr>
<th>Address of school (Number, street)</th>
<th>Town</th>
<th>State</th>
<th>Zip code</th>
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</table>

**Request For Ex Parte (Immediate) Relief ("X" if this applies)**

5. I request that the court order Ex Parte (immediate) relief because I believe there is an immediate and present physical danger to me and / or my minor children and / or animals owned or kept by me.

<table>
<thead>
<tr>
<th>Signed (Applicant)</th>
<th>Subscribed and sworn to before me:</th>
<th>Signed (Clerk, Notary, Commissioner of Superior Court)</th>
<th>Date signed</th>
</tr>
</thead>
</table>

Optional to applicant (If you choose to answer, "X" the appropriate boxes below)

1. Does the respondent hold a permit to carry a pistol or revolver? ........................................... [ ] Yes [ ] No [ ] Unknown
2. Does the respondent possess one or more firearms? ................................................................. [ ] Yes [ ] No [ ] Unknown
3. Does the respondent possess ammunition? ...................................................................................... [ ] Yes [ ] No [ ] Unknown

If you think you need more security when you are in court for your relief from abuse hearing, contact the Clerk's Office or the Court Service Center in the court where your hearing is scheduled.

JD-FM-137 Rev. 10-13
Instructions to Person Applying for Relief from Abuse (Affiant)

This affidavit must be filled out completely and given to the clerk along with your filled out Application for Relief From Abuse, form JD-FM-137. Your affidavit must include a statement of the conditions you seek relief from and must be made under oath (you must swear that your statement is true and sign it in front of a court clerk, a notary public, or an attorney who will also sign and date the affidavit). The statement must be true to the best of your knowledge. State if any arrest was made related to the incidents outlined in this statement.

Do not write on the back of this form. If you need additional room, use another Affidavit - Relief From Abuse form, JD-FM-138. You must sign and swear to all pages.

If you are asking for temporary custody of your minor child or minor children, you must also fill out an Affidavit Concerning Children, form JD-FM-164.

Name of applicant (Your name)                         Name of respondent (Person you want a restraining order against)                         Docket number (For court use only)

Statement Of Conditions From Which You Seek Relief

I, the person signing below, duly depose and say that I am the Applicant in this matter and state as follows: (Explain for each incident: (1) what happened, (2) when it happened, (3) where it happened, and (4) who was there when it happened)

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Statement Concerning Temporary Custody Of Children

"X" one of the following:

☐ I am not asking for temporary custody of any minor child or minor children in this matter.

☐ I am asking for temporary custody of my minor child or minor children in this matter.

(Fill out an Affidavit Concerning Children, form JD-FM-164, and bring it to the clerk along with this form and your filled out Application For Relief From Abuse, form JD-FM-137.)

I certify that the statements above are true to the best of my knowledge and belief.

Signature

Print name of person signing

Subscribed and sworn to before me (Assistant Clerk, Commissioner of Superior Court, Notary Public)

Date signed
Reporting Options for Victims of Relationship Violence

Victims of intimate partner violence have several avenues for redress, if they choose. The following provides a brief explanation of these options.

**Criminal Prosecution**

Victims have the option to report the abuse to the police, who will investigate what is reported, and possibly bring criminal charges against the abuser. Criminal prosecution might result in imprisonment of the abuser, or perhaps mandatory attendance in a batterers' intervention program. It could also result in probation, depending on the circumstances and the judge who hears the case. If the abuser is arrested, the victim may seek a protective order.

A protective order is a legal document issued by a state court that orders one person to stop harming another person, and can forbid an abuser from contacting the victim via phone and email, from being within a specified distance of the victim, from contacting the victim's family or friends, and more. If an abuser violates a protective order, the police are required by law to make an arrest.

The process for making a criminal complaint or obtaining a protective order can be quite complicated and difficult. The UConn Police Department and/or The Office of Victim's Advocate can assist students, faculty and staff with navigation about these processes. The advocate can also accompany victims to court.

If you choose not to file criminal charges, you may still be able to obtain a restraining order against your abuser. A restraining order is also a legal document issued by a state court that can prohibit an abuser from being within a specified distance of the victim, from contacting the victim, and more. Click here for more information regarding how to obtain restraining orders. Below is a chart of some of the differences between a protective order and a restraining order.

<table>
<thead>
<tr>
<th>Restraining Order</th>
<th>Protective Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>Processed through civil court after an application is filed by a victim.</td>
<td>Processed through criminal court after an arrest.</td>
</tr>
<tr>
<td>Abuser must be a current or former family member, household member, dating partner, or spouse.</td>
<td>May be put in place by a judge if the abuser is arrested for activities such as assault, stalking, threatening, or harassment.</td>
</tr>
<tr>
<td>A restraining order can extend to other family members including children.</td>
<td>Orders may be put in place for a current or former family member, household member, dating partner or spouse and may protect animals owned or kept by the victim. Orders</td>
</tr>
</tbody>
</table>

http://sexualviolence.uconn.edu/violence/report.html
and/or animals owned or kept by the victim. | may protect minor children if they are identified as victims of the crime for which the abuser was arrested.
---|---
A judge may grant the victim temporary custody of children. | An advocate from the local domestic violence program may be available at criminal court to assist with orders and safety planning.

**Civil Suit**

A civil suit is an action brought by a private attorney against the abuser and may be an option for collecting damages and recovering costs relating to medical treatment, moving, therapy, and so on, if the batterer has any financial resources.

**Community Resources**

The Connecticut Coalition Against Domestic Violence can assist you with obtaining relief from domestic violence. Please call its 24-hour hotline at 1-888-774-2900. You may also find assistance from a local domestic violence organization listed below:

<table>
<thead>
<tr>
<th>Region</th>
<th>Agency</th>
<th>Towns Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>North West Region</td>
<td>Women's Support Services</td>
<td>Sharon, Canaan, Cornwall, Cornwall, Cornwall,</td>
</tr>
<tr>
<td></td>
<td>Sharon (860)364-1900</td>
<td>North Canaan, Salisbury</td>
</tr>
<tr>
<td></td>
<td>Susan B. Anthony Project</td>
<td>Colebrook, Goshen, Hartland, Harwinton,</td>
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<tr>
<td></td>
<td>Torrington (860)482-7133</td>
<td>Litchfield, Morris, New Hartford, Norfolk,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Torrington, Warren, Washington, Winchester</td>
</tr>
<tr>
<td>Danbury Region</td>
<td>Women's Center of Greater Danbury</td>
<td>Bethel, Brookfield, Danbury, New Fairfield,</td>
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<tr>
<td></td>
<td>(203)31-5206</td>
<td>New Milford, Newtown, Redding,</td>
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<td></td>
<td></td>
<td>Ridgefield, Roxbury, Sherman, Waterbridge</td>
</tr>
<tr>
<td>South West Region</td>
<td>Domestic Violence Crisis Center</td>
<td>Darien, New Canaan, Weston, Westport, Wilton,</td>
</tr>
<tr>
<td></td>
<td>Norwalk (203)853-0418</td>
<td>Norwalk</td>
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<tr>
<td></td>
<td>Domestic Abuse Center of Greenwich YMCA</td>
<td>Greenwich</td>
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<tr>
<td></td>
<td>(203)622-0003</td>
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<td></td>
<td>The Center for Women &amp; Families of Eastern</td>
<td>Bridgeport, Easton, Fairfield, Morroe, Stratford, Trumbull</td>
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<td></td>
<td>Fairfield County, Inc.</td>
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<tr>
<td></td>
<td>(203)384-5559</td>
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<tr>
<td>Naugatuck Valley Region</td>
<td>The Umbrella Birmingham Group</td>
<td>Ansonia, Beacon Falls, Derby, (Orange), Oxford,</td>
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<tr>
<td></td>
<td>Ansonia (203)736-9944</td>
<td>Seymour, Shelton</td>
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<tr>
<td></td>
<td>Safe Haven of Greater Waterbury</td>
<td>Bethlehem, Cheshire, Middlebury, Naugatuck,</td>
</tr>
<tr>
<td></td>
<td>(203)575-0036</td>
<td>Waterbury, Watertown, Wolcott, Woodbury</td>
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<tr>
<td>North Central Region</td>
<td>Network Against Domestic Abuse</td>
<td>East Windsor, Enfield, Somers, Stafford,</td>
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<tr>
<td></td>
<td>Enfield (860)763-4542</td>
<td>Suffield, Windsor Locks</td>
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<td></td>
<td>Interval House Hartford</td>
<td>Andover, Avon, Bloomfield, Bolton, Can</td>
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<tr>
<td></td>
<td>(860)527-6550</td>
<td>Danbury, East Granby, East Hartford, Farmington, Glastonbury, Granby, Simsbury, Tolland, Vernon, West Hartford</td>
</tr>
<tr>
<td>Region</td>
<td>Address/Contact Information</td>
<td>Locations</td>
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<td>------------------------</td>
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</tr>
<tr>
<td>Central Region</td>
<td>New Horizons Community Health Center Middletown (860)347-3044</td>
<td>Chester, Clinton, Cromwell, Deep River,</td>
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<tr>
<td></td>
<td>Prudence Crandall Center New Britain (860)225-6357</td>
<td>Bristol, Burlington, New Britain,</td>
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<tr>
<td></td>
<td>Meriden-Wallingford Chrysalis Meriden (203)238-1501</td>
<td>Newington, Plymouth, Southington</td>
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<tr>
<td>South Central Region</td>
<td>Domestic Violence Services of Greater New Haven (203)789-8104</td>
<td>Bethany, Branford, East Haven, Guilford,</td>
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<tr>
<td></td>
<td>Domestic Violence Program United Services, Inc. Dayville (860)774-8648</td>
<td>Hamden, Madison, Milford, New Haven,</td>
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<tr>
<td></td>
<td>Domestic Violence Program United Services, Inc. Willimantic (860)456-9476</td>
<td>North Branford, North Haven, Orange, West</td>
</tr>
<tr>
<td>North East Region</td>
<td>Women’s Center of Southern CT New London (860)701-6000</td>
<td>Willimantic, Windham</td>
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<td></td>
<td></td>
<td>Ashford, Chaplin, Columbia, Coventry,</td>
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<td>Hampton, Mansfield, Scotland, Willington,</td>
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<td>Willimantic, Windham</td>
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<td>Brooklyn, Canterbury, Dayville, Eastford,</td>
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<td>Killingly, Plainfield, Pomfret, Putnam,</td>
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<td>Sterling, Thompson, Union, Woodstock</td>
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<tr>
<td>South East Region</td>
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<td>Bozrah, Colchester, East Lyme, Franklin,</td>
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<td>Griswold, Groton, Lebanon, Ledyard, Lisbon,</td>
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<td>Lyme, Montville, New London, North</td>
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<td>Stonington, Norwich, Preston, Salem,</td>
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<td></td>
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<td>Sprague, Stonington, Voluntown, Waterford</td>
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</tbody>
</table>

**University Resources**

The University of Connecticut is also available to assist victims of domestic violence. Below are resources a victim may want to report to (in addition to and/or in lieu of the above resources):

**University of Connecticut Police (24 hours)**
26 North Eagleville Road, Unit 3070, Storrs, CT 06268
Phone: 860-486-4800
Website: www.police.uconn.edu/

The UConn Police Department is responsible for all criminal investigations and apprehensions. Regardless of whether charges are filed, the police are available to answer questions about the legal process and legal options regarding an incident, as well as to provide written information regarding victim’s right to obtain a protective order, apply for an emergency restraining order, or seek enforcement of existing protective or restraining orders. The UConn Police Department may also be contacted anonymously through the Anonymous Tip Line by calling 860-486-4444 or sending an email to crimealerts@uconn.edu.

**Student Health Services (24 hours)**
34 Glenbrook Rd, Unit 4011, Storrs, CT 06269
Phone: 860-486-4700 (24-Hour Advice Nurse)
Phone: 860-486-2719 (Appointment Desk)
Website: www.shs.uconn.edu/womens_clinic.html

Student Health Services provides crisis and follow-up care for victims of violence.

**Student Health Services - Counseling & Mental Health Services (24 hours)**
Arjona Building, 337 Mansfield Rd, Unit 1255, Storrs, CT, 06269
Phone: 860-486-4705
Website: www.counseling.uconn.edu

http://sexualviolence.uconn.edu/violence/report.html

11/11/2013
Counseling and Mental Health Services provides both immediate crisis intervention and therapy to recent or past victims of relationship violence. Therapists can be accessed by appointment, walk-in, or after-hours emergency.

**Emergency Department at the UConn Health Center (24 hours)**
263 Farmington Avenue, Farmington, CT 06030
Phone: 860-679-2588
Website: [http://health.uconn.edu/clinicalservices/emergency/index.htm](http://health.uconn.edu/clinicalservices/emergency/index.htm)

24/7 full-service Emergency Department.

**Office of Community Standards**
Wilbur Cross Building, Room 301
233 Glenbrook Rd, Unit 4119, Storrs, CT 06269
Phone: 860-486-8402
Website: [www.community.uconn.edu](http://www.community.uconn.edu)

The Office of Community Standards handles campus student conduct cases when violations of the Student Code are reported.

**Community Response Team**
Website: [http://www.community.uconn.edu/community_response_team.html](http://www.community.uconn.edu/community_response_team.html)

The Community Response Team (CRT) provides assistance to victims of sexual assault, stalking, sexual harassment and dating or domestic violence. Assistance may include counseling, advocacy, medical care, academic interventions as well as referrals to the University's Police and campus student conduct system. Members of the CRT include (but are not limited to) UConn Police, Community Standards, Counseling and Mental Health Services, Residential Life, Women's Center, Student Services and Advocacy, and the Sexual Assault Crisis Center of Eastern Connecticut.

**Department of Residential Life**
Rome Hall, Ground Floor
626 Gilbert Road Extension, Unit 1022, Storrs, CT 06269
Phone: 860-486-2926
Website: [www.reslife.uconn.edu/index.html](http://www.reslife.uconn.edu/index.html)

Department of Residential Life staff are knowledgeable about campus services and can help victims receive assistance, including expediting the campus judicial process or changes in housing.

**Office of Diversity and Equity (including the Title IX Coordinator)**
Wood Hall, Room 137
241 Glenbrook Road, Unit 4175, Storrs, CT 06269
Phone: 860-486-2943
Website: [www.ode.uconn.edu/](http://www.ode.uconn.edu/)

ODE is the University's neutral investigatory unit charged with investigating and resolving internal complaints of discrimination and discriminatory harassment (including sexual harassment) by individuals who are injured by the discriminatory behavior of a University employee or University vendor. Complaints may be filed by reporting the incident to ODE at (860)486-2943 or filed in writing by completing and submitting the University's Complaint In-Take Form.

**Office of Student Services and Advocacy**
Wilbur Cross Building, 2nd Floor, Room 203
233 Glenbrook Rd, Unit 4062, Storrs, CT 06269
Phone: 860-486-3426
Website: [www.ossa.uconn.edu](http://www.ossa.uconn.edu)

The Office of Student Services and Advocacy assists victims with academic and personal concerns that arise after an assault.

**UConn Women's Center**
Satter Union, 4th Floor
2110 Hillside Rd., Unit 3118, Storrs, CT 06269
Phone: 860-486-4738
Website: [www.womenscenter.uconn.edu](http://www.womenscenter.uconn.edu/)

The Women's Center provides advocacy, support services, information and referral services to individuals who have, or think they might have, experienced sexual assault, dating/domestic violence, and stalking.
Reporting Options Regarding Stalking

If you are being stalked, keep a record of every incident – major or minor – because this supports your story. Record-keeping will also help you understand these patterns, particularly related to small, seemingly innocuous events, such as knocked-over trash cans, or objects being moved in subtle ways that set off your internal alarms. The Stalking Tracking Form is available for you to download. It can allow you to keep an accurate record of incidents, the prevention steps taken, and the identity of the stalker so that you can take preventative or legal action.

You have the right to report each incident to the police, even if no crime was committed. If the police tend to dismiss minor events as non-events, your record will be important in showing the stalker’s pattern of behavior. Police incident reports are an official record of behavior for stalking charges.

You also have the right to obtain a protective order or restraining order. However, it is important to keep in mind that these orders are only a piece of paper, and a tool for the criminal justice system. It does not protect you from harm and you should implement appropriate safety measures. In some cases, it has increased the stalker’s violence. On the other hand, these orders mandate arrests and may help prosecute and incarcerate the stalker. You must assess your personal situation and decide what is best for you.

*University Resources*

The University of Connecticut is also available to assist victims of stalking. Below are resources a victim may want to report to:

**University of Connecticut Police (24 hours)**
126 North Eagleville Road, Unit 3070, Storrs, CT 06268
Phone: 860-486-4800
Website: [www.police.uconn.edu](http://www.police.uconn.edu/)

The UConn Police Department is responsible for all criminal investigations and apprehensions. Regardless of whether charges are filed, the police are available to answer questions about the legal process and legal options regarding an incident, as well as to provide written information regarding victim’s right to obtain a protective order, apply for a temporary restraining order, or seek enforcement of existing protective or restraining orders.

**Student Health Services (24 hours)**
234 Glenbrook Rd, Unit 4011, Storrs, CT 06269
Phone: 860-486-4700 (24-Hour Advice Nurse)
Phone: 860-486-2719 (Appointment Desk)
Website: [www.shs.uconn.edu/womens_clinic.html](http://www.shs.uconn.edu/womens_clinic.html)

Student Health Services provides crisis and follow-up care for victims of stalking.

**Student Health Services - Counseling & Mental Health Services (24 hours)**
34 Glenbrook Rd, Unit 4011, Storrs, CT, 06269
Phone: 860-486-4705
Website: [www.counseling.uconn.edu](http://www.counseling.uconn.edu)

http://www.sexualviolence.uconn.edu/stalk/report.html  
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Counseling and Mental Health Services provides both immediate crisis intervention and therapy to recent or past victims of stalking. Therapists can be accessed by appointment, walk-in, or after-hours emergency.

**Emergency Department at the UConn Health Center (24 hours)**
263 Farmington Avenue, Farmington, CT 06030
Phone: 860-679-2588
Website: [http://health.uchc.edu/clinicalservices/emergency/index.htm](http://health.uchc.edu/clinicalservices/emergency/index.htm)

24/7 full-service Emergency Department.

**Office of Community Standards**
Wilbur Cross Building, Room 301
233 Glenbrook Rd, Unit 4119, Storrs, CT 06269
Phone: 860-486-8402
Website: [www.community.uconn.edu](http://www.community.uconn.edu)

The Office of Community Standards handles campus student conduct cases when violations of the Student Code are reported.

**Community Response Team**
Website: [http://www.community.uconn.edu/community_response_team.html](http://www.community.uconn.edu/community_response_team.html)

The Community Response Team (CRT) provides assistance to victims of sexual assault, stalking, sexual harassment and dating or domestic violence. Assistance may include counseling, advocacy, medical care, academic interventions as well as referrals to the University's Police and campus student conduct system. Members of the CRT include (but are not limited to) UConn Police, Community Standards, Counseling and Mental Health Services, Residential Life, Women’s Center, Student Services and Advocacy, and the Sexual Assault Crisis Center of Eastern Connecticut.

**Department of Residential Life**
Rome Hall, Ground Floor
626 Gilbert Road Extension, Unit 1022, Storrs, CT 06269
Phone: 860-486-2926
Website: [www.rcslife.uconn.edu/index.html](http://www.rcslife.uconn.edu/index.html)

Department of Residential Life staff are knowledgeable about campus services and can help victims receive assistance, including expediting the campus judicial process or changes in housing.

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Wood Hall, Room 137
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Phone: 860-486-2943
Website: [www.ode.uconn.edu/](http://www.ode.uconn.edu/)

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**Office of Student Services and Advocacy**
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Website: [www.ossa.uconn.edu](http://www.ossa.uconn.edu)

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**UConn Women's Center**
Student Union, 4th Floor
2110 Hillside Rd., Unit 3118, Storrs, CT 06269
Phone: 860-486-4738
Website: [www.womenscenter.uconn.edu/](http://www.womenscenter.uconn.edu/)

The Women's Center provides advocacy, support services, information and referral services to individuals who have, or think they might have, experienced sexual assault, dating/domestic violence, and stalking.
TAB 7
Supporting a Victim as a Friend

How to Help as a Friend

As the friend of a victim, you are likely deeply affected by the pain that your friend is experiencing and greatly wish to help them through this difficult time. It is important to recognize that there is no road map or instruction manual for dealing with a victim of sexual assault. People's reactions to this type of trauma vary greatly among individuals. Some may completely break down while others may take extra care in making everything appear normal in an attempt to regain some control of the situation. It's difficult to know how to react to these varied responses but here are some strategies that you may find useful as you seek to help your friend recover from this trauma.

Believe your friend

Remember that it's often very difficult for a victim to come forward and share their story and your reaction may have an impact on whether or not they choose to continue to share this information with others and seek further support. Tell your friend that you believe them and you want to support them in any way that you can.

Respect privacy and confidentiality

Don't share your friend's story with others unless you have that person's permission to do so.

Listen

It is natural when listening to a story to want to ask questions and get details about what transpired. In this situation however, it is best to allow the victim to control what and how much they would like to tell you about.

http://www.sexualviolence.uconn.edu/sexualassault/support01.html
Assure your friend that it is not his or her fault

Self-blame is common among victims of sexual violence. It is important that, as their friend, you help the victim understand that no matter what happened—it was not their fault.

Allow your friend to control next steps

It is natural to want to try to fix the problem but know that healing from this event will take a great deal of time and your friend must maintain the ability to choose how s/he wishes to go about that healing process. You may provide advice, guidance and information about their options for additional support, but allow your friend to decide if, when and how s/he will pursue these resources. If your friend is hesitant to get help from any outside sources, even those that you know are supportive and helpful, offer to go with her/him. Sometimes that's all it takes to help a friend begin to take action.

Don't forget to support yourself

Supporting a friend through a trauma can be a difficult and emotionally draining experience for those in the support role as well. Recognize this and don't hesitate to seek help and support for yourself when you need it. You cannot effectively support your friend without being mindful of your own health and well-being.

Most of the resources provided on this website are available to both victims and those supporting victims. Don’t hesitate to use them to educate yourself about sexual assault and the options that exist for victims, and don’t hesitate to use them for your own support and self-care.

*Source: University of Virginia

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http://www.sexualviolence.uconn.edu/sexualassault/support01.html

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Supporting a Victim as a Partner

How to Help as a Partner

As a partner, you may find yourself confused about sexual assault and wonder if the victim could have prevented it. You might find it difficult to listen when your partner wishes to talk about certain aspects of the assault. You may find yourself wishing it “could just go away.” You might be hesitant to let others know about the assault for fear of how they may react to you or to the victim. You may experience feelings of guilt and responsibility, believing that somehow you could have prevented the assault. It is not uncommon to feel anger at your partner and at others around you, or harbor a need for revenge against the assailant. You might also be unsure as to how to approach the issue of physical intimacy with the victim. All of these feelings are understandable when someone you care about has been sexually assaulted. The important thing to remember is that these feelings need to be recognized and addressed, both by you and by your partner, so as not to create further distress in an already critical situation.

Rape is not an act of sexual motivation or sexual gratification, but is an act of violence using sex to dominate and humiliate the victim. However, many people confuse this violence with sex because the same body parts are involved in sexual assault as in making love. Therefore, some people respond to a victim of a sexual assault as if she/he had provoked, wanted, or enjoyed it. To the contrary, the assault leaves the victim with a deep sense of violation and emotional upset. Not understanding the reality of sexual assault can make the crisis more difficult for both you and your partner.

Many significant others believe they have to do something to help their loved one get over the pain. Often there is not a lot you can do. The pain is inevitable and can take months or even years for the victim to completely work through. However, the following guidelines can help both you and the victim get through some of the difficulties you may experience following the assault:

- Educate yourself about sexual assault and the healing process.
- Listen to and validate any feelings the victim may be experiencing.
- Listen to and express your own feelings regarding the assault.
- Don't ignore what happened or try to smooth it over and “make it better.”
- Respect the time and space it takes to heal; patience and acceptance are essential.
- Ask the victim what s/he wants and needs and let the victim decide how s/he wants to proceed.
- Encourage the victim to seek support and utilize the resources available to him/her.
- Seek support yourself; sexual assault hotline counselors and other professionals are available to you as well as to the victim.

The emotional impact of sexual assault does not just “disappear” for either you or the victim. Feelings of fear, anger, confusion, guilt or powerlessness are normal. Talking about these feelings with a professional counselor will help, and perhaps relieve your partner of feeling as though s/he must take care of you instead of her/himself. And remember to give both you and your significant other the time and space you each need to heal.

*Source: University of Virginia

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How to Help as a Parent of the Victim

As a parent, learning that your daughter or son has been victimized in any way is shocking and upsetting, but learning that your daughter or son has been a victim of sexual violence may be particularly difficult to bear. The situation can be much harder to deal with when your daughter or son is away at college and you can’t physically be there for them. If your daughter or son turns to you for help after a sexual assault, there are many ways that you can show your support despite the distance.

It is important to know that it is natural to feel angry, hurt and to have feelings of self-blame or helplessness. As a parent, your first reaction may be to try to “fix” the situation or make everything okay even while knowing this approach is not a viable option under these circumstances. Here are some strategies that you may find useful as you seek to help your daughter or son recover from this trauma:

Believe your son or daughter.

Remember that it’s often very difficult for a victim to come forward and share their story and your reaction may have an impact on whether or not they choose to continue to share this information with others and seek further support. Tell your son or daughter that you believe them and you want to support them in any way that you can.

Listen

It is natural when listening to a story to want to ask questions and get details about what transpired. In this situation, however, it is best to allow the victim to control what and how much they would like to tell you about the incident. You should listen actively and non-judgmentally. Reiterate that you are there to listen and support and allow the victim to dictate when and how much they wish to say.

Assure your daughter or son that it is not her or his fault.

Self-blame is common among victims of sexual violence. It is important that, as their parent, you help the victim understand that no matter what happened—it was not their fault. It can be very hard for parents to hear the circumstances of their child’s assault, especially if s/he voluntarily consumed alcohol or drugs, engaged in other consensual sexual conduct, or was involved in any other activities of which you might not approve. Try to keep these thoughts to yourself until much later—there will always be time to discuss these issues. In the immediate term, your daughter or son needs your unequivocal support as s/he begins the healing process.

Allow your son or daughter to control next steps

It is natural to want to try to fix the problem but know that healing from this event will take a great deal of time and your son or daughter must maintain the ability to choose how they wish to go about that healing process. You might feel tempted to push your daughter or son to seek legal justice or other types of “solutions,” but there is no way to make an assault go away. You should provide advice, guidance and information about their options for additional support, but allow them to decide if, when and how they will pursue these resources.
Understand if your son or daughter does not tell you about the assault immediately

Be understanding if your daughter or son chose not to tell you about the assault immediately or if s/he did not come to you first. There are a number of reasons why s/he might avoid telling you about it, but rather than focusing on why s/he delayed coming to you, you should direct your energy into helping your daughter or son heal. Try not to ask them to defend or justify their decision.

Control your emotions

Be honest with your daughter or son about your feelings. It is okay to grieve with your child, but control your emotions when talking about the assault. You will probably feel many things including sadness, anger, guilt or even shame, but try not to let your feelings overshadow those of your daughter or son. It is hard for children to see their parents struggle, and they might feel guilty for upsetting you if your emotions get out of hand.

Don't forget to support yourself

Supporting your son or daughter through a trauma can be a difficult and emotionally draining experience for those in the support role as well. Recognize this and don’t hesitate to seek help and support for yourself when you need it. You cannot effectively support your loved ones without being mindful of your own health and well-being.

Most of the resources listed on this website are available to both victims and those supporting victims. Don’t hesitate to use them to educate yourself about sexual assault and the options that exist for victims, and don’t hesitate to use them for your own support and self-care. You can contact University resources, but first be sure that your child is comfortable with that. It is important to respect your child’s privacy.

*Source: University of Virginia
Supporting a Victim as a Faculty or Staff Member

Sexual Assault Response Policy

As an employee of the University, you have an obligation under the Sexual Assault Response Policy ("SARP") to advise the Title IX Coordinator, the Office of Diversity and Equity, or Community Standards if you witness or receive a report of a sexual assault. Please review this policy in detail for more information regarding this duty and to determine whether you fall within the narrow exceptions to this policy. It will also be helpful for you to review the Frequently Asked Questions pertaining to the SARP.

How to Help as a Faculty or Staff Member

As a faculty member, teaching assistant (TA), or staff member, you likely encounter students often who are under stress or going through a difficult time. In these roles, you often have an ongoing relationship with students which may allow you to detect changes in an individual’s behavior that may signal a more serious problem, and assist students through a difficult situation or experience. Students appreciate faculty and staff opinions and you can serve as a reliable source of information about the resources already in place at the University.

Faculty and staff are not expected to take on the role of counselor, but the following steps can help you identify students in distress and provide appropriate assistance, including to those who may have been victimized by sexual violence. Academic indicators may include:

- Deterioration in quality of work
- A drop in grades
- A negative change in classroom performance
- Repeated requests for extensions
- Missed assignments
- Repeated absences
- Disorganized or erratic performance
- Essays or creative work which indicate extremes of hopelessness, social isolation, rage, fear or despair

Communication indicators may include:

- Direct statements indicating distress, family problems, or other difficulties
- Unprovoked anger or hostility
- Exaggerated personality traits; more withdrawn or more animated than usual
- Excessive dependency
- Tearfulness
- Expressions of hopelessness, fear, or worthlessness
- Expressions of concern about a student in the class by his/her peers

Physical indicators may include:

- Deterioration in physical appearance
- Lack of personal hygiene

http://www.sexualviolence.uconn.edu/sexualassault/support04.html

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- Excessive fatigue
- Visible changes in weight

Safety risk indicators may include:

- Any written note or verbal statement which has a sense of finality or a suicidal tone to it
- Essays or papers which focus on despair, suicide, acting out violent behaviors, or death
- Statements to the effect that the student is “going away for a long time”
- Giving away prized possessions
- Self-injurious or self-destructive behaviors (this may include abuse of drugs or alcohol)

**What You Can Do**

You may consult with Student Health Services or Counseling and Mental Health Services (Storrs campus), the Counseling and Wellness Center (Greater Hartford campus), Counseling Services (Avery Point, Torrington, and Waterbury campuses), or the campus psychologist (Stamford campus) to talk through your concerns and potential ways to approach the student. The staff will be glad to talk with you about any worries or concerns you may have and can also provide information regarding referrals and resources.

If you are comfortable doing so, you can approach the student directly and let them know you are concerned due to behaviors you have observed. Listen to their response and be ready to provide information and referrals as appropriate. You need not put yourself in the position of counselor, but can be a valuable resource in encouraging the student to take important steps towards healing.

* Source: University of Virginia

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Supporting Someone Accused of Sexual Assault

If a friend or someone you know confides in you that he or she has been accused of sexual assault, it may be hard to know what to do next. You are likely struggling with your own questions and mixed emotions about the situation and may be unsure how to respond. Know that it is natural for you to feel conflicted regarding your response, but also know that simply providing advice and emotional support in no way condones the alleged behavior, but represents a simple act of compassion and care for your friend. Chances are if your friend has told you that he or she has been accused of a sexual assault, that person may be turning to you for help and support. Here are some ways that you can help:

Provide resources

Encourage your friend to consult with professionals in the Office of Student Services & Advocacy, Community Standards, and/or the Office of Diversity and Equity. These offices can provide resources to any student or employee charged with a sexual assault. Connecting your friend with these resources will help provide the support and information they need to better understand and work through the process ahead.

Recommend counseling

Your friend may find it helpful to process the emotions and difficulties they are experiencing as a result of the charge with a confidential third-party. The University's Counseling and Mental Health Services (Storrs campus), the Counseling and Wellness Center (Greater Hartford campus), Counseling Services (Avery Point, Torrington, and Waterbury campuses), and the campus psychologist (Stamford campus) can be of assistance in providing this vital support to students going through this experience. The Employee Assistance Program is available to provide similar support to employees going through this experience.

Get educated on the issue of sexual assault

Increasing your own understanding of sexual assault and sexual violence may help you to process your own feelings about the incident as well as assist your friend with the process that may be ahead.

Listen

Provide a non-judgmental listening ear. Again, this does not mean that you need to affirm or condone your friend’s alleged behavior, but simply that you will provide a compassionate ear as s/he attempts to work through this difficult experience.

Respect privacy and confidentiality

Don't share your friend's story with others without his/her permission unless required to do so.

Don't forget to support yourself

As with supporting a victim, supporting a friend through a trauma can be a difficult and emotionally draining experience for those in the support role as well. Recognize this and don't hesitate to seek help and support for yourself when you need it.

http://sexualviolence.uconn.edu/sexualassault/accused1.html

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need it. You cannot effectively support your friend without being mindful of your own health and well-being.
*Source: University of Virginia
Overview: Sexual Assault and the Student Code

In the event Community Standards receives a complaint of sexual assault, Community Standards will follow the process outlined in the Student Code. A summary of that process as applied to allegations of sexual assault is as follows:

- Upon receipt of a complaint of sexual assault, Community Standards may initiate an interim administrative action if it is determined to be necessary for the safety and well-being of the victim or other students. This might include a no-contact order, limited access to campus, and/or interim suspension. This interim administrative action will remain in place until the resolution of the student conduct matter.

- An official trained in issues related to sexual assault and intimate partner violence will immediately begin an investigation. Community Standards will notify the accused student of the behavioral claim, and schedule a meeting to discuss the claim with the accused student, and other individuals who may have information about the incident. During this process, Community Standards will provide regular updates to both the victim and accused student.

- Upon completion of the investigation, Community Standards will determine if a potential violation(s) of the Student Code exists. If such a determination is made, the situation may be resolved by an administrative agreement or a student conduct hearing. If no potential violations are revealed at the conclusion of the investigation, both the victim and accused will be notified in writing.

- If the alleged Student Code violation(s) will be resolved through an administrative hearing, Community Standards will notify the accused student and victim. Typically, a hearing will be scheduled within fifteen days from the decision to resolve it through a hearing.

- The hearing is conducted by a hearing panel of one or two Student Conduct Officers. Both the victim and accused student are entitled to bring a support person to the hearing. Both students will have the opportunity to make a statement to the behavioral allegation. The accused will be held responsible if a Student Code violation is established by a preponderance of the evidence.

- If the victim is concerned about attending a hearing with the accused student, Community Standards will explore options such as permitting the victim to testify via videoconference. The victim and accused are not permitted to cross-examine one another, but may submit questions to the hearing officer.

- The victim and the accused student will be notified in writing of the outcome of the hearing within 24 hours. If an accused is found responsible, sanctions may range from a warning to expulsion. It is highly unlikely that a student found responsible for sexual assault would receive a warning. The precedent in such cases is expulsion.

- Either party may request an appeal of the hearing panel's decision by submitting a request in writing within five business days to the next level of student conduct authority.

- Throughout this process, the privacy and safety of the victim and the accused student are given the highest consideration. Generally, the identities of the victim and the accused student will not be disclosed except as necessary to carry out the hearing process, or as may be required or permitted under law.
• The criminal process and Student Code process are completely separate. Victims are always entitled to use both, one, or neither process. The Student Code process will not depend on the criminal process, nor will the criminal process, if any, depend on the Student Code process. Therefore, an accused student may be found responsible of a Student Code violation even if s/he is not arrested by the police, and even if the victim chooses not to pursue criminal charges at all. Victims may always contact the Title IX Coordinator to request or discuss additional services.

For more information about how Community Standards handles sexual misconduct, see Appendix B of the Student Code: Information Regarding Sexual Misconduct, Relationship Violence and Stalking Cases Reported to Community Standards.
Information Regarding Sexual Misconduct, Relationship Violence and Stalking Cases Reported to Community Standards

Introduction

Community Standards is responsible for the management of Responsibilities of Community Life: The Student Code (The Student Code) which can be viewed at http://www.community.uconn.edu/student_code.html. The Student Code describes the process for handling complaints of alleged student misconduct. This document provides supplemental information regarding the student conduct process for addressing issues regarding sexual misconduct. All members of the University community are encouraged to review the University of Connecticut's Policy Statement on Discrimination and Harassment which can be viewed at http://www.oce.uconn.edu/docs/Policy%20Statement%20on%20Harassment.pdf.

As stated in The Student Code's Preamble, "Admission to the University of Connecticut means acceptance into a new and special kind of community - an academic community. With acceptance comes a responsibility to uphold and build upon the values and the traditions that have served to define and to strengthen this community over time." Any behavior, including sexual misconduct and harassment, that denigrates others is unacceptable and deplorable. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. Complaints against students regarding such alleged behavior are governed by the provisions of The Student Code.

Consent

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

If any of the following are present, consent cannot be given:

- Incapacitation is a state where someone cannot make rational, reasonable decisions because s/he lack the capacity to give knowing
consent (e.g. to understand the "who, what, when, where, why, or how" of their sexual interaction).

- Sexual activity with someone who one should know to be, or based on circumstances should reasonably have known to be, mentally or physically incapacitated (by alcohol or drug use, unconsciousness or blackout), constitutes a violation of The Student Code.

- A person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the consumption of rape drugs cannot give consent.

- Alcohol related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. Evidence of incapacity may be detected from context clues, such as:
  - Slurred speech
  - Bloodshot eyes
  - The smell of alcohol on their breath
  - Shaky equilibrium
  - Vomiting
  - Unusual behavior
  - Unconsciousness

- Context clues are important in helping to determine incapacitation. These signs alone do not necessarily indicate incapacitation.

- Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and/or coercion that overcome resistance.

- Coercion is unreasonable pressure for sexual activity. Coercion is the use of emotional manipulation to persuade someone to do something they may not want to do such as being sexual or performing certain sexual acts. Being coerced into having sex or performing sexual acts is not consenting to having sex and is considered sexual misconduct.

**Sexual Misconduct**

Sexual misconduct includes, but is not limited to, the true threat of or actual sexual assault, unwelcome sexual contact, and/or sexual harassment. Sexual misconduct may vary in its severity and consist of a range of behaviors or attempted behaviors including, but not limited to the following examples:

- *Non-consensual Sexual Contact (or attempts to commit)* is any intentional sexual touching with any object(s) or body part that is without consent and/or by force.
- **Non-consensual Sexual Intercourse (or attempts to commit)** is penetration of a bodily orifice with any object(s) or body part that is without consent and/or by force.

- **Sexual Exploitation** occurs when a student takes advantage of another without that individual's consent for the initiator's own advantage or benefit; or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.

  - Examples of sexual exploitation include, but are not limited to:
    - Sexual exhibitionism
    - Prostituting or soliciting another student
    - Non-consensual video, photographing, or audio-taping of a sexual nature and/or distribution of these materials via mediums such as the internet
    - Going beyond the boundaries of consent (e.g., allowing people to watch consensual sex without knowledge from the participants)
    - Peeping or other voyeurism
    - Knowingly transmitting a Sexually Transmitted Infection (STI) or HIV to another individual
    - Sexually-based stalking and/or bullying may also be forms of sexual exploitation

- **Sexual Harassment** is any unsolicited and unwanted sexual advance, or any other conduct of a sexual nature whereby (a) submission to these actions is made either explicitly or implicitly a term or condition of an individual's employment, performance appraisal, or evaluation of academic performance; or (b) these actions have the effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive environment.

  - Examples of sexual harassment include, but are not limited to:
    - Unwelcome sexual advances
    - Requests or attempts to extort sexual favors
    - Sexual violence
    - Inappropriate touching
    - Suggestive comments
    - Public display of pornographic or suggestive calendars, posters, or signs
    - Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sex-stereotyping and which may include physical
aggression, intimidation or hostility are considered gender-harassment and are similarly prohibited.

**Relationship Violence**

Relationship violence is a pattern of behavior in an intimate relationship that is used to establish power and control over another person through fear and intimidation.

A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical. Examples of relationship violence include, but is not limited to:

- Slapping
- Pulling hair
- Punching
- Damaging one’s property
- Driving recklessly to scare someone
- Name calling
- Humiliating one in public
- Harassment directed toward a current or former partner or spouse
- Threats of abuse such as threatening to hit, harm, or use a weapon on another (whether victim or acquaintance, friend, or family member of the victim), or other forms of verbal threats

**Stalking**

Stalking involves any behaviors or activities occurring on more than one occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health, and/or physical health. Such behaviors or activities may include, but are not limited to non-consensual communications (face to face, telephone, e-mail), threatening or obscene gestures, surveillance, or showing up outside the targeted individual’s classroom or workplace.

**Sexual Misconduct Reporting Options**

All reports of sexual harassment and discrimination, including sexual assaults, made to any University employee must be reported to the University’s Title IX Coordinator, Elizabeth Conklin, Office of Diversity and Equity (ODE), located in Wood Hall (241 Glenbrook Road, Unit 2175, Storrs, CT 06269-2175). In addition, any person who believes he or she has been subjected to sexual harassment or discrimination may contact the Title IX Coordinator directly. The telephone for ODE is 860-486-2943 and email is elizabeth.conklin@uconn.edu. The Title IX Coordinator will ensure complaints of this nature are addressed by the appropriate University entities (Community Standards if the complaint is against a student, ODE if the complaint is against an employee) and will assist complainants in receiving any medical, mental health, or other services that may
be warranted. The Title IX Coordinator will also facilitate any interim measures that may be necessary to protect the complainant in the institutional setting.

Complaints against students are typically handled by Community Standards and are governed by The Student Code. Such complaints should be directed to Cinnamon Adams or Kim Hill, Assistant Directors of Community Standards. Community Standards is located in Wilbur Cross Building, room 301 (233 Glenbrook Road, Unit 4119, Storrs, CT 06269-4119) and can be reached by calling 860-486-8402 or via email at community@uconn.edu.

Third party or anonymous reports alleging student sexual misconduct will be accepted by Community Standards through the previous mentioned contact venues. The information provided to Community Standards anonymously will only be used in compliance of The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act for data collection. Anonymous reports will typically not be used to initiate the formal student conduct process; however, under federal law the University is required to investigate all incidents of sexual harassment and discrimination, including sexual assaults, about which the University knows or has reason to know to protect the health and safety of the University community. The University will undertake an investigation even in those cases in which the victim chooses not to cooperate.

Any person who believes s/he has been sexually harassed or discriminated against on the basis of his/her sex or sexual orientation is strongly encouraged to contact the University’s Title IX Coordinator, Elizabeth Conklin, Office of Diversity and Equity (ODE), located in Wood Hall (241 Glenbrook Road, Unit 2115, Storrs, CT 06269-2115). The telephone for ODE is 860-486-2943 and email is elizabeth.conklin@uconn.edu. The Title IX Coordinator will ensure complaints of this nature are addressed by the appropriate University entities and will assist complainants in receiving any medical, mental health, or other services that may be warranted. The Title IX Coordinator will also facilitate any interim measures that may be necessary to protect the complainant in the institutional setting.

It is encouraged that incidents of sexual assault be reported to the University of Connecticut Police Department at 860-486-4800 or by dialing 911 in the event of an emergency. Off-campus incidents can be reported to the Connecticut State Police, Troop C, 860-896-3222.

Individuals may decide not to file a report with any of the above units. Individuals are highly encouraged to seek medical attention, including counseling. A listing of resources through the Community Response Team is available at http://www.community.uconn.edu/community_response_team.html. Students who wish to file a report at a later date may contact any of the above mentioned units. Please note that a delay in reporting could weaken the information used to determine whether a student is responsible for sexual misconduct.

**Student Conduct Process**

The student conduct process for dealing with complaints is described in *The Student Code*. The information contained in this document provides additional information regarding sexual misconduct complaints. Individuals are strongly encouraged to read *The Student Code* to fully understand the process.

Upon receiving a report of sexual misconduct, Community Standards may initiate an interim administrative action(s) as allowed by *The Student Code*. Such action may be taken when, in the professional judgment of a University official, a threat
of imminent harm to persons or property exists. Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well being of the accused student, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until a hearing has been completed. Actions may include, but are not limited to, no contact instructions, modification of residence hall status, limited access to campus, or interim suspension. The Title IX Coordinator may also impose interim measures or remedies that are not limited by The Student Code.

Community Standards will immediately begin an investigation after receiving a complaint and strive to reach a resolution within one month of notification; however, there are circumstances that may extend this resolution timeline (e.g., gathering witness information, scheduling). Incidents resulting in an administrative hearing are typically conducted within fifteen days of the accused student being formally notified of the actual alleged violations. Community Standards will provide regular updates as to the progress of the investigation to the complainant/victim and the accused student. Both the alleged victim and the accused student will be notified in writing of the outcome within 24 hours of the conclusion of the investigation or hearing, whichever is later. Either party may request an appeal by submitting a request in writing within five business days of notification. Appeals are limited to a review of the process as outlined in The Student Code.

Community Standards will follow the process outlined in The Student Code. Both the complainant and accused student are afforded the same rights as outlined in The Student Code. This includes participating in the hearing process, being accompanied by a support person, notification of the hearing results, and the opportunity for appeal. The complete list is available in Part IV, Section D of The Student Code.

**Determinance of Facts Relative to an Alleged Violation**

The standard used in determining whether or not the accused student violated University policy is a preponderance of evidence (whether it is more likely than not that a violation occurred).

**Sanctions**

If the accused student is found responsible for committing sexual misconduct and therefore, violating The Student Code appropriate sanctions will be imposed. Sanctions are determined by the seriousness of the violation, precedent for similar violations, and any existing aggravating and/or mitigating factors.

The University has four major sanctions: Warning, University Probation, University Suspension, or University Expulsion. When a student is found responsible for a violation(s), one of these is imposed. It is highly unlikely that a student found responsible for sexual misconduct would receive the sanction of a University Warning. The precedent regarding sexual misconduct is University Expulsion. A student may receive additional sanctions related to housing, student privileges, educational interventions, etc.

**Privacy versus Confidentiality**

To the extent possible, under federal law, if a student makes a formal report about an act of sexual misconduct to Community Standards, Community Standards has an obligation to investigate the complaint. Community Standards will protect the privacy of all parties to a complaint of sexual misconduct but
Community Standards cannot promise confidentiality. By law, very few University employees are permitted to promise confidentiality and are primarily limited to those employed by the University's Counseling and Health Services and the University's Department of Health Services.

**Retaliation**

Retaliation against a person for filing a complaint, or against witnesses for providing a statement during an investigation, is also prohibited and is a violation of The Student Code.

5.29.2012
"We never educate directly, but indirectly by means of the environment. Whether we permit chance environments to do the work, or whether we design environments for the purpose makes a great difference." (John Dewey 1933, p. 22).

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

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

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

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

Unfortunately, a few students may abuse the freedom inherent in such an environment. Students who breach the trust that has been extended to them by the University community shall be held accountable for their actions. Responsibilities of Community Life: The Student Code describes the process for addressing such matters. It rests on the principles of individual development, community involvement, and fairness. Therefore, whenever appropriate, it encourages alternative methods of dispute resolution.
Introduction
The University of Connecticut seeks to balance the needs and the rights of the individual with the welfare of the community as a whole. Students are expected to conduct themselves in a manner that is consistent with the values embraced by the University community and reflected in its various policies, contracts, rules and regulations, including those contained herein.

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

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

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

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

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

1. “Accused student” means any student accused of violating The Student Code.

2. “Administrative hearing officer” or “student conduct officer” means a University staff member who is authorized to determine the appropriate resolution of an alleged violation of The Student Code, and/or to impose sanctions or affect other remedies as appropriate. Subject to the provision in this code, an administrative hearing officer as well as a student conduct officer is vested with the authority to, among other duties, investigate a complaint of an alleged violation of The Student Code; decline to pursue a complaint; refer identified disputants to mediation or other appropriate resources; establish The Student Code alleged violations regarding an accused student; approve an administrative agreement developed with an accused student; conduct an administrative hearing; impose sanctions; approve sanctions recommended by another hearing body; chair and/or advise a hearing or Probation Review Committee; and conduct an appellate review.

3. “Appellate body” means any person or persons authorized by the Provost, Vice President for Student Affairs, or designee to conduct a review of a decision reached by a hearing body.

4. “Business day” means any day, Monday through Friday, that the University is open.

5. “Complainant” means any person who submits an allegation that a student violated The Student Code. When a student believes that s/he has been a victim of another student’s misconduct, the student who believes s/he has seen a victim will have the same rights under The Student Code as are provided to the complainant, even if another member of the University community submitted the charge itself.

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

7. “Designee” refers to a staff or faculty member who has responsibility for implementing the student conduct process or administering the student conduct system, in part or in whole.

8. “Director of Community Standards” refers to that person in Student Affairs, designated by the Provost to be responsible for the overall coordination of the University student conduct system, including the development of policies, procedures, and education and training programs. The Director of Community Standards may serve as an administrative hearing officer, student conduct officer, and/or an appellate body.

9. “Hearing/Board Advisor” means an administrative hearing officer who observes a hearing body or the Probation Review Committee throughout the hearing/meeting and during the hearing body’s/committee’s private deliberations for the purpose of providing information and interpretations relative to the University student conduct system and The Student Code.

10. “Hearing Body” means one or more members of the University community authorized by the Director of Community Standards or designee to determine whether a student has violated The Student Code and to impose sanctions as warranted.

11. “Incident database” means the electronic database used to track an incident and the response taken.

12. “Instructor” means any faculty member, teaching assistant, or any other person authorized by the University to provide educational services (e.g., teaching, research, or academic advising).

13. “May” is used in the permissive sense.

14. “Member of the University community” includes any person who is a student, instructor, or University staff member; any other person working for the University, either directly or indirectly (e.g., private enterprise or campus); or any person who resides on University premises. A person’s status in a particular situation shall be determined by the Director of Community Standards.

15. “Policy” is defined as the written regulations, standards, and student conduct expectations adopted by the University and found in, but not limited to, The Student Code; The On-Campus Housing Contract; the Policy on Alcohol and Other Drugs; the Policy on Harassment; graduate and undergraduate catalogs; and other publicized University notices.

16. “Probation Review Committee” shall review University Probation removal petitions upon the request of a student or registered student organization at least six months after the student is placed on University Probation. The Probation Review Committee shall typically consist of at least two University community members. Generally, a Probation Review Committee shall have an advisor. Probation Review Committees do not conduct hearings of alleged violations.

17. “Shall” and “Will” are used in the imperative sense.

18. “Student” means any person admitted, registered, enrolled, or attending any University course or University conducted program; any person admitted to the University who is on University premises or University-related premises for any purpose pertaining to his or her registration or enrollment.

19. “Student conduct file” means the printed/written/electronic file which may include but is not limited to incident report(s), correspondence, academic transcript, witness statements, and student conduct history.

20. “Student organization” means an association or group of persons that has complied with the formal requirements for University recognition.

21. “Support person” means any person who accompanies an accused student, a complainant, or a victim to an administrative hearing for the limited purpose of providing support and guidance. A support person may not directly address the hearing body, question witnesses, or otherwise actively participate in the hearing process.
22. "University" means the University of Connecticut.

23. "University official" includes any person employed by the University to perform administrative, instructional, or professional duties.

24. "University premises" includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University, either solely or in conjunction with another entity.

Part III: Proscribed Conduct

The Student Code applies to students and to their registered organizations. Throughout this document the term "student" generally shall apply to the student as an individual and to a registered student organization as a single entity. Registered student organizations may be held accountable either through Department of Student Activities' policies or The Student Code. The officers or the leaders of a particular registered student organization usually will be expected to represent the organization during the student conduct process. Nothing in this code shall preclude holding certain members of an organization accountable for their individual acts committed in the context of or in association with the organization's alleged violation of The Student Code.

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

A. Jurisdiction of the University

1. Each student shall be responsible for his/her conduct from the time of admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if his/her conduct is not discovered until after a degree is awarded). The Student Code shall apply to a student's conduct even if the student withdraws from the University while a student conduct matter is pending.

2. Generally, University jurisdiction shall be limited to student conduct that occurs on University premises or at University-sponsored or University-supervised events (including students involved with off-campus internships and study abroad programs). However, the University may apply The Student Code to students whose misconduct has a direct and distinct adverse impact on the University community, its members, and/or the pursuit of its objectives regardless of where such conduct may occur. The following examples describe the kinds of off-campus acts that might be addressed through the University student conduct system. They are illustrative in intent and they should not be regarded as all-inclusive: driving under the influence of alcohol or drugs, physical/sexual assault, sale/distribution of illegal substances, and malicious destruction of property. Should the Director of Community Standards reasonably determine that a particular alleged act of off-campus misconduct falls within the jurisdiction of the University, the case will be referred to the University student conduct system.

3. University student conduct proceedings may be instituted against a student charged with conduct that potentially violates both the criminal law and The Student Code (that is, if both possible violations result from the same factual situation), without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. Proceedings under The Student Code may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus at the discretion of the Director of Community Standards. Determinations made or sanctions imposed under The Student Code shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

B. Conduct Rules and Regulations

As members of the University community, students have an obligation to uphold The Student Code as well as to obey federal, state, and local laws. The Director of Community Standards or designee shall make the final determination on what constitutes a potential violation of The Student Code and shall establish the specific behavioral allegation(s) as appropriate.

The following list of behaviors is intended to represent the types of acts that constitute violations of The Student Code. Although the list is extensive, it should not be regarded as all-inclusive. All community members are responsible for knowing and observing all University policies and procedures.

1. Violation of the Academic Integrity in Undergraduate Education and Research policy (Appendix A).
2. Disruptive behavior which is defined as participating in or inciting others to participate in the disruption or obstruction of any University activity, including, but not limited to: teaching, research, events, administration, student conduct proceedings, the living/learning environment, or other University activities, on or off-campus; or of other non-University activities when the conduct occurs on University premises; or of the living environment, on or off-campus.

3. Harming behavior which includes, but is not limited to, the true threat of or actual physical assault or abuse; bullying; and/or harassment. In determining whether an act constitutes harassment, Community Standards will consider the full context of any given incident, giving due consideration to the protection of University climate, individual rights, freedom of speech, academic freedom and advocacy. Please note that not every act that might be offensive to an individual or a group necessarily will be considered as harassment and/or a violation of The Student Code.

4. Relationship violence, sexual misconduct, and/or stalking (Appendix B).

5. Endangering behavior which includes, but is not limited to, conduct that threatens or endangers the health or safety of any person including one’s self.

6. Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense. Apathy and/or acquiescence in the presence of hazing are not neutral acts; they are violations of this rule.

7. Violation of the Policy on Alcohol and Other Drugs (Appendix C).

8. Use, possession, or distribution of firearms, weapons, facsimile of weapons, fireworks, explosives, or dangerous chemicals.

9. Uncooperative behavior which includes, but is not limited to, uncooperative behavior and/or failure to comply with the directions of, providing false information, and/or failure to identify oneself to University officials or law enforcement officers acting in the performance of their duties.

10. The setting of unauthorized fires; the unauthorized or improper possession, use, removal, or disabling of fire safety equipment and warning devices; failure to follow standard fire safety procedures; or interference with firefighting equipment or personnel.

11. Assisting another person in the commission, or attempted commission, of a violation of The Student Code. This includes hosting a non-student who commits a violation.

12. Violation of published University policies, rules or regulations.

13. Violation of the On-Campus Housing policies, rules or regulations.

14. Theft which includes, but is not limited to, attempted or actual theft of property or services.

15. Facilitate entry and/or unauthorized presence in University-owned buildings or property. Reasonable notice of authority, or lack thereof, shall be given.

16. Unauthorized possession, duplication, or misuse of University property or other personal or public property, including but not limited to records, electronic files, telecommunications systems, forms of identification, and keys.

17. Damage or misuse of property which includes, but is not limited to, attempted or actual damage to or misuse of University property or other personal or public property.

18. Violation of federal, state or local law.
19. Abuse of the University student conduct system, including but not limited to:
   a. Disruption or interference with the orderly conduct of a student conduct proceeding.
   b. Falsification, distortion, or misrepresentation of information to a student conduct officer or hearing body.
   c. Influencing or attempting to influence another person to commit an abuse of the student conduct system.
   d. Attempting to discourage an individual’s proper participating in, or use of, the student conduct system.
   e. Attempting to intimidate a member of the hearing body prior to, during, and/or after a student conduct proceeding.
   f. Institution of a student conduct code proceeding in bad faith.
   g. Failure to comply with the sanction(s) imposed under The Student Code.

Part IV: Student Conduct Policies

A. Allegations
   1. Any person may file a report regarding any student or registered student organization alleging misconduct. Reports shall be prepared in writing and directed to the Director of Community Standards or to a designee. Complaints regarding alleged misconduct by a student or registered student organization at a regional campus shall be directed to the Associate Vice Provost or designee. A report should be submitted as soon as possible after the alleged misconduct takes place.

   2. The Director of Community Standards or designee shall determine if a complaint alleges or addresses a potential violation of The Student Code and will notify the accused student of such allegations. The decision to continue a complaint through the conduct process is the decision of the Director of Community Standards or designee.

   3. Generally, the Director of Community Standards or designee will assign a student conduct officer(s) to the case who will investigate, schedule a conference with the accused student(s) and other individuals as deemed necessary and appropriate.

B. Administrative Conference
   1. The administrative conference is a meeting between an accused student and a student conduct officer to review a complaint/incident, explain the student conduct process, and possible options for resolving the matter.

   2. After reviewing the incident with the student, the student conduct officer will determine appropriate allegations, if any, and whether or not the situation may be resolved by way of an administrative agreement or by an administrative hearing. Students can also request an administrative hearing. A student who agrees to resolve any allegation(s) without an administrative hearing shall have no right to appeal.

C. Administrative Hearing Bodies
   The Director of Community Standards or designee will assign either an administrative hearing officer(s) or an academic misconduct hearing board to conduct an administrative hearing depending on the nature of the matter.

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

   2. Academic misconduct hearing board: Academic misconduct hearing boards for undergraduate academic integrity issues shall typically consist of two faculty members, two students, and one hearing advisor. They may conduct hearings on any alleged violation regarding Academic Integrity in Undergraduate Education and Research (Appendix A). The board may impose any sanction as appropriate. Academic consequences are determined by the instructor.

D. Administrative Hearing
   Generally, an administrative hearing brings several people together in an effort to allow for the full consideration of an allegation that a student has violated The Student Code. The hearing participants may include the investigating student conduct officer, accused student(s), a complainant, witnesses, and a support person for each accused student or complainant, the member(s) of the hearing body, and a hearing advisor.

   An essential component of any administrative hearing is the determination and the weighing of the facts that pertain to the allegation(s). Therefore, it is vital that personal statements and other information be presented clearly and factually. All participants are expected to be respectful of each other’s purpose in the hearing process and to conduct
themselves according to the direction of the hearing body. In an effort to be as fair as possible to the complainant and accused student, student conduct procedures may be modified by Community Standards. In certain cases, such as those involving assault and harassment, support and privacy of all those potentially involved in the hearing process must and will be taken into consideration. This may include, but is not limited to, alteration of the hearing room setup, use of multiple rooms and video-conferencing equipment, or other electronic means.

1. Normally, an administrative hearing will be conducted within fifteen (15) business days of the accused being notified of the hearing and allegations.

2. The complainant, any alleged victim and the accused student shall each have the right to:
   a. Be notified of all alleged violations by means of the address (University e-mail, residence hall address, or permanent address) provided by the student via the Registrar’s Office.
   b. Review any written complaint(s) submitted in support of the allegation(s).
   c. Be informed about the hearing process.
   d. A reasonable period of time to prepare for a hearing.
   e. Request a delay of a hearing due to extenuating circumstances.
   f. Be notified of the proposed information to be presented and to know the identity of witnesses who have been called to speak at the hearing or provide written information for the hearing when such information is known by the Director of Community Standards or designee prior to the hearing.
   g. Be accompanied by a support person during the portions of the hearing in which the student is participating. A student should select a support person whose schedule allows attendance at the scheduled time and for the administrative hearing because delays will not normally be allowed due to the scheduling conflicts of a support person.
   h. Be present at the pertinent stages of the hearing process as indicated by the Director of Community Standards or designee. The deliberations of the hearing body are private. Following the hearing, the hearing body shall advise the accused student in writing of its determination and of the sanction(s) imposed, if any. The Director of Community Standards or designee will disclose to the alleged victim of any crime of violence, non-forcible sex offense, or sexual harassment the results of the hearing in writing.
   i. Submit a written account or present a personal statement regarding the incident. The decision to not present information is not an admission of responsibility.
   j. Present information, incident witnesses, and incident witness statements deemed appropriate and relevant by the hearing body.
   k. Respond to statements and other information presented at the hearing.
   l. Present a personal or community impact statement to the hearing body upon a finding of “Responsibility.”

3. An administrative hearing shall be conducted by a hearing body in accordance with the procedures listed below. When a University official serves as the sole member of the hearing body, that official may also be referred to as the “chair”. Specific hearing bodies may adopt additional procedures that are not inconsistent with the provisions of The Student Code:
   a. Formal rules of process, procedure, and technical rules of evidence, such as are applied in criminal or civil court, are not used in these proceedings.
   b. A hearing shall be conducted in private.
   c. Admission of any person into the hearing room shall be at the discretion of the chair of the hearing body. The chair shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings. Names of witnesses coming to the hearing should be presented to the chair of the hearing body at least two days prior to the hearing.
   d. When a hearing involves more than one accused student, the Director of Community Standards or designee may, at his or her discretion, permit the administrative hearings concerning each student to be conducted either separately or jointly.
   e. If an accused student, after receiving notification, does not appear for a hearing, the hearing will proceed without the student.
   f. Except as directed by the chair, the support person shall limit his/her role in a hearing to that of a consultant to the accused, to the complainant, or to the victim.
   g. The complainant, the accused student, the investigating student conduct officer, and the hearing body may arrange for witnesses to present pertinent information to the hearing body. The accused student, complainant, investigating student conduct officer, and any witnesses will provide information to and answer questions from the hearing body. Questions may be suggested by the investigating student conduct officer, accused student and/or complainant to be answered by each other or by other witnesses. This will be conducted by the hearing body with such questions directed to the chair, rather than to the witnesses directly. This method is
used to preserve the educational tone of the hearing and to avoid creation of an adversarial environment. Questions of whether potential information will be received shall be resolved at the discretion of the chair.

h. Pertinent records, exhibits, and written statements (including student impact statements) may be accepted as information for consideration by the hearing body at its discretion. Information presented by a student during a hearing that indicates a potential violation of The Student Code may be adjudicated at a future time.

i. After the portion of the hearing concludes in which all pertinent information has been received, the hearing body shall determine whether the accused student has violated each section of The Student Code which the student is alleged with violating.

j. The hearing body’s determination shall be made on the basis of whether it is more likely than not that the accused student violated The Student Code.

k. When an accused student has been found “Responsible” on any violation, the hearing body shall review the student’s academic transcript and student conduct history, hear impact statements by both the accused student, complainant, investigating student conduct officer, and impose the appropriate sanction(s).

l. All procedural questions are subject to the final decision of the chair or the hearing advisor of the hearing body.

4. All administrative hearings will be recorded and the University will maintain the audio recordings as required by Connecticut state law and are the property of the University. Participants are prohibited from making their own recording. Upon written request, an accused student or complainant may review the audio recording and make appropriate arrangements for it to be transcribed on University premises. Arrangements for a transcriber and all associated costs involved in the transcription will be the responsibility of the requesting individual.

E. Sanctions

1. The following sanctions may be imposed, individually or in various combinations, on any student found to have violated The Student Code. Please note this is not an exhaustive list of sanctions:

   a. Warning: A notice that the student has violated University policy and a warning that another violation will likely result in a more severe sanction which could include University Probation, University Suspension or University Expulsion.

   b. University Probation: University Probation is an indefinite period of time where the student is given the opportunity to modify unacceptable behavior, to complete specific assignments, and to demonstrate a positive contribution to the University community in an effort to regain student privileges within the University community. After six months from being placed on University Probation, the student may apply for a review of the student’s probationary status. The student will need to meet with the Probation Review Committee and demonstrate significant contributions, both of an academic and co-curricular nature, to the University community. The Probation Review Committee will determine if the student will continue on University Probation or if the University Probation is lifted. The decision of the committee is final and not subject to appeal. If it is decided that University Probation will continue the student may re-apply in six months after the committee’s decision. Due to the student’s conduct history there is the possibility of University Suspension or University Expulsion if the student is found responsible for a subsequent violation.

   c. University Suspension: University Suspension is separation from the University for a designated period of time after which the student shall be eligible to apply for readmission to the University. Readmission to the University is not guaranteed. Conditions for consideration of readmission may be specified. A student’s reacceptance into his/her school or college is at the discretion of the school or college. A student who is on suspension is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property without securing prior approval from the Director of Community Standards or designee. A notation of “Suspension” shall be placed on the student’s official transcript until graduation. However, the student may petition the Director of Community Standards for earlier removal of the notation upon completion of the suspension. The University of Connecticut will not accept credits earned at another institution during a period of suspension.

   d. University Expulsion: University Expulsion is permanent separation from the University. A student who has been expelled is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property. A permanent notation of “Expulsion” shall be placed on the student’s transcript.

   e. Additional Sanctions: The following may be given in conjunction with any of the above:

      i. Loss of Privileges: Denial of specified privileges for a designated period of time.

      ii. Restitution: Compensation for loss of or damage to property or services rendered. This may take the form of appropriate service and/or monetary or material replacement.
iii. **Removal from Housing:** Separation of the student from University approved housing for a designated period of time after which the student shall be eligible to return. Removal may include loss of dining privileges. Conditions for readmission may be specified.

iv. **UConn Compass:** The UConn Compass program has a sanction component which is designed to promote student engagement through co-curricular involvement. UConn Compass facilitators will assist students in designing a customized involvement plan based on their individual interests and academic plans.

v. **Educational Initiatives:** Projects; participation in health or safety programs (the student may be required to pay a fee); service to the University or to the larger community; seminars; and other assignments as warranted.

2. The following sanctions may be imposed upon registered student organizations:
   a. Those sanctions listed above in Part IV, E.1, “a” through “e”.
   b. **Loss of Recognition:** Loss of all University privileges for a designated period of time. Loss of recognition for more than two consecutive semesters requires an organization to reapply for University recognition. Conditions for future recognition may be specified.

3. **Aggravated Violations:** If a student is responsible for violation of any University policy that is directed toward an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical or mental disabilities, including learning disabilities, mental retardation, and past/present history of a mental disorder the student conduct officer or hearing body may enhance the sanctions.

F. **Appeals**

1. A decision reached by the hearing body or a sanction imposed by the hearing body may be appealed by the accused student(s) or complainant(s) to the next level of student conduct authority within five (5) business days of the decision. All appeals shall be in writing and shall be delivered to the designated appellate body. The decision reached as a result of an administrative conference may not be appealed.

2. Except as required to explain the basis of new information, an appeal shall be limited to a review of the student conduct file. The audio recording of the administrative hearing shall be available for the appellate body for review as necessary. The review shall be for one or more of the following purposes:
   a. To determine whether the administrative hearing was conducted in conformity with prescribed procedures giving the complainant and investigating student conduct officer a reasonable opportunity to prepare and to present information that *The Student Code* was violated, and giving the accused student a reasonable opportunity to prepare and to present a response to those allegations.
   b. To determine whether the sanction(s) imposed were appropriate for the violation(s) of *The Student Code* which the student was found responsible.
   c. To consider new information, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original administrative hearing.

3. If an appeal is upheld by the appellate body, the matter shall either be referred to the original hearing body for reopening of the administrative hearing to allow reconsideration of the original determination or the appellate body will determine any change in sanctions. If an appeal is not upheld, the matter shall be considered final and binding upon all involved.

G. **Accommodations for Students with Disabilities**

1. By federal law, a person with a disability is any person who: 1) has a physical or mental impairment; 2) has a record of such impairment; or 3) is regarded as having such an impairment, which substantially limits one or more major life activities such as self-care, walking, seeing, hearing, speaking, breathing, or learning.

2. A student requesting an accommodation in regard to an administrative conference, hearing, or probation review meeting must follow the appropriate process for requesting an accommodation through the Center for Students with Disabilities. The Center for Students with Disabilities will make a determination regarding the request and notify the appropriate parties.

3. Reasonable accommodations depend upon the nature and degree of severity of the documented disability. While the Americans with Disabilities Act of 1990 requires that priority consideration be given to the specific methods
requested by the student, it does not imply that a particular accommodation must be granted if it is deemed not reasonable and other suitable techniques are available.

Part V: Interim Administrative Action
The Provost or designee may impose an interim “University Suspension,” an interim “Removal from Housing,” an interim “Loss of Recognition”, and/or other necessary restrictions on a student prior to an administrative hearing on the student’s alleged violation. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists.

Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the accused student, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until a hearing has been completed.

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

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

A student conduct file is maintained chronologically by incident date and then by accused student. A student may have more than one file. Generally, a student conduct file, including related documents, will be kept seven (7) years from the date of the incident. The student conduct file of an expelled student shall be retained indefinitely. Audio recordings of administrative hearings are used for appellate purposes only and are not part of the student conduct file. Audio recordings are generally retained until the end of the appeal process. Information contained in the incident database is maintained for seven (7) years from the date of the incident.

Part VII: Interpretation and Revision
1. Any question of interpretation regarding The Student Code shall be referred to the Director of Community Standards or designee for final determination.

2. The Student Code shall be reviewed at least every three (3) years under the direction of the Vice President for Student Affairs. Substantive revisions shall be approved by the Board of Trustees.
Appendix A

Academic Integrity in Undergraduate Education and Research
[Adopted March 2008]

The following policy on undergraduate academic integrity was originally formulated by the University of Connecticut Scholastic Standards Committee. It was adopted by the University Senate on March 31, 2008 and modified by the University Senate in December of 2012.

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

Cheating – Student Academic Misconduct
Academic misconduct is dishonest or unethical academic behavior that includes, but is not limited, to misrepresenting mastery in an academic area (e.g., cheating), failing to properly credit information, research or ideas to their rightful originators or representing such information, research or ideas as your own (e.g., plagiarism).

A. Instructor's Role
1. Instructors shall take reasonable steps to prevent academic misconduct in their courses and to inform students of course-specific requirements.

2. When the instructor of record or designee (instructor) believes that an act of academic misconduct has occurred s/he is responsible for saving the evidence in its original form and need not return any of the original papers or other materials to the student. Copies of the student’s work and information about other evidence will be provided to the student upon request.

3. When an instructor believes there is sufficient information to demonstrate a case of academic misconduct, s/he shall notify the student in writing of the allegation of misconduct and the academic consequences that the instructor will impose. The appropriate academic consequence for serious offenses is generally considered to be failure in the course. For offenses regarding small portions of the course work, failure for that portion is suggested with the requirement that the student repeat the work for no credit. The written notification shall also inform the student whether the case has been referred to the Academic Integrity Hearing Board (Board) for consideration of additional sanctions. The instructor shall send the written notification to the student with a copy to the Office of Community Standards (Community Standards) within five business days of having discovered the alleged misconduct. At the Regional Campuses, a copy shall be sent to the Office of Student Affairs (Regional Campus Student Affairs). Cases that are purely technical in nature, without any perceived intent to achieve academic advantage, may be reported at the discretion of the instructor.

4. In certain cases, the Dean of a school or college or designee may become aware of alleged academic misconduct and may bring a complaint forward to the Board.

5. The student has five business days from receipt of the written notice to respond to the instructor and/or to request a hearing (see “Academic Integrity Board”). If the student does not respond within the allotted time the instructor’s sanctions shall be imposed. If the student requests a hearing the instructor shall forward the request to Community Standards or the Regional Campus Student Affairs. If the student and the instructor reach a mutually acceptable resolution of the case the instructor shall notify Community Standards (or Regional Campus Student Affairs) of the agreement. The instructor shall also notify Community Standards (or Regional Campus Student Affairs) if s/he withdraws the allegation of misconduct. A student who has been notified that s/he has been accused of academic misconduct may not withdraw from the course in which the alleged misconduct has occurred without the approval of the instructor and the appropriate dean. If a student withdraws from a course during a pending academic misconduct case, any academic sanction imposed will overturn the withdrawal.

6. If a semester concludes before an academic misconduct matter is resolved, the student shall receive a temporary “I” (Incomplete) grade in the course until the instructor submits the appropriate grade.

B. The Academic Integrity Hearing Board
1. The Academic Integrity Hearing Board, which is administered by Community Standards, is comprised of two faculty members, two students, and a nonvoting chairperson, all of whom are appointed by the Director of Community Standards. At each Regional Campus, a designee working in conjunction with Community Standards is responsible for the organization and administration of their Academic Integrity Hearing Board. Hearing procedures will be
accordance with the hearing procedures described below. Community Standards will ensure that appropriate Dean(s) and
Faculty are kept informed of the status of misconduct cases in a timely fashion.

2. The accused student or the accusing instructor may refer a case of alleged academic misconduct to Community
Standards for it to be adjudicated by the Board. Community Standards will review all academic misconduct cases as they
are received to determine if a case needs to be heard by the Board to determine if additional sanctions need to be
considered. After receiving written notification of the academic misconduct from the instructor, Community Standards
may meet with students to discuss additional sanctions outlined in The Student Code to determine if an agreement about
additional sanctions can be reached. If no agreement is reached, the case shall be heard by the Board.

C. Hearing on Academic Misconduct
1. An essential component of any academic integrity hearing is the determination and the weighing of the facts that pertain
to the allegation(s). Therefore, it is vital that personal statements and other information be presented clearly and
factually. All participants are expected to be respectful of each other's purpose in the hearing process and to conduct
themselves according to the direction of the Board.

2. Normally, an academic integrity hearing will be conducted within fifteen (15) business days of the accused being
notified of the hearing.

3. The complainant (instructor or designee), any alleged victim and the accused student shall each have the right to:
a. Be notified of all alleged violations. This will typically be done through the University e-mail system. Students are
responsible for checking their University e-mail and following the instructions contained within the e-mail.
b. Review any written complaint(s), as permitted by law, submitted in support of the allegation(s).
c. Be informed about the process.
d. Submit a written account, a personal statement regarding the incident and/or any relevant documentation or records.
   All documentation must be provided by the date established by the non-voting chairperson. Documentation will not be
   accepted past the established deadline and failure to provide documentation by the established deadline will not be an
   acceptable reason for an appeal. The decision to not present information is not an admission of responsibility.
e. Provide the names and contact information of incident witnesses, those who have direct knowledge of the incident,
   and provide a list of questions for any incident witnesses, including the involved parties. This information must be
   provided by the due date established by the non-voting chairperson. Failure to provide witness information by the
   established deadline will not be an acceptable reason for an appeal. The non-voting chairperson will make every effort
to interview those witnesses with direct knowledge; however, the witness cannot be compelled to speak with the non-
voting chairperson.
   f. Be notified of the identity of witnesses, as permitted by law, who have been called to speak at the hearing or who have
   been asked to provide additional written information by the Board.
g. Be accompanied by a support person. A student should select a support person whose schedule allows attendance at
   the scheduled date and time for the meeting(s) because delays will not be allowed due to the scheduling conflicts of a
   support person. A student is only allowed one support person.
h. Be present at the pertinent stages of the hearing as indicated by the Board. The deliberations of the Board are private.
i. Present a personal or community impact statement to the Board upon a finding of "Responsibility".
j. Following the hearing, the Board shall advise the accused student in writing of its determination and of the sanction(s)
   imposed, if any.

4. An academic integrity hearing shall be conducted by the Board in accordance with the procedures listed below:
a. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court,
   are not used in these proceedings.
b. A hearing shall be conducted in private.
c. Admission of any person into the hearing room shall be at the discretion of the Board. The Board shall have the
   authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the
   proceedings.
d. When a hearing involves more than one accused student, the Director of Community Standards or designee may, at his
   or her discretion, permit the hearing concerning each student to be conducted either separately or jointly.
e. If an accused student, after receiving notification, does not appear for a hearing, the hearing will proceed without the
student.
f. The support person shall limit his/her role in a hearing to that of a consultant to the accused, the complainant, or the
   victim.
g. The accused student and the complainant will each have an opportunity to provide a response.
h. The Board may request certain witnesses to provide additional or clarifying information to the Board.

i. Any opportunity for additional, clarifying questions to be asked during the hearing is at the sole discretion of the Board.

j. All documentation to be used for consideration by the Board must be submitted according to the deadline established by the non-voting chairperson.

k. Information presented by a student during a hearing that indicates a potentially egregious violation of *The Student Code* may be adjudicated at a future time.

l. The Board shall determine whether the accused student has violated the *Academic Integrity in Undergraduate Education and Research Policy*. The Board’s determination shall be made on the basis of whether it is more likely than not that the accused student violated the policy.

m. When an accused student has been found “Responsible” for any violation, the Board shall examine the student’s academic transcript and student conduct history, accept impact statements by both the accused student and complainant, and then impose the appropriate sanction(s).

n. All procedural questions are subject to the final decision of the Board.

5. If the Board finds that the student is “not responsible” for the alleged misconduct, the Board shall not impose any sanctions and the instructor must reevaluate the student’s course grade in light of the Board’s finding.

6. If the Board finds that the student is “responsible”, the instructor’s grading sanction shall be imposed. The Board does not have the authority to change or influence the grading sanction imposed by the instructor.

7. Upon consideration of a student’s record of misconduct and/or the nature of the offense, the Board may impose additional sanctions. The Board should apply these sanctions in proportion to the severity of the misconduct. These sanctions may include any sanction as described in *The Student Code*.

8. All administrative hearings will be recorded and the University will maintain the audio recordings as required by Connecticut state law and are the property of the University. Participants are prohibited from making their own recording. Upon written request, an accused student or complainant may review the audio recording and make appropriate arrangements for it to be transcribed on University premises. Arrangements for a transcriber and all associated costs involved in the transcription will be the responsibility of the requesting individual.

**D. Hearing Appeal**

1. The decision of the Board may be appealed to the Provost or his/her designee. An appeal is not a new hearing. It is a review of the record of the hearing.

2. An appeal may be sought on three grounds:
   a. On a claim of error in the hearing procedure that substantially affected the decision.
   b. On a claim of new evidence or information material to the case that was not known at the time of the hearing.
   c. To determine whether any additional sanction(s), not including academic consequences, imposed by the Board were appropriate for the violation based on the student’s conduct history and/or significance of the violation.

3. Appeals on such grounds may be presented, specifically described, in writing within five business days of the announcement of the Board’s decision.

4. The decision of the Provost or his/her designee is final. There will be no further right of appeal.

5. The Provost or his/her designee shall have the authority to dismiss an appeal not sought on proper grounds.

6. If an appeal is upheld, the Provost shall refer the case with procedural specifications back to the original Board who shall reconsider the case accordingly.
Appendix B

Information Regarding Sexual Misconduct, Relationship Violence and Stalking Cases
Reported to Community Standards

Introduction
Community Standards is responsible for the management of Responsibilities of Community Life: The Student Code (The Student Code) which can be viewed at http://www.community.uconn.edu/student_code.html. The Student Code describes the process for handling complaints of alleged student misconduct. This document provides supplemental information regarding the student conduct process for addressing issues regarding sexual misconduct. All members of the University community are encouraged to review the University of Connecticut’s Policy Against Discrimination, Harassment, and Inappropriate Romantic Relationships which can be viewed at http://www.sexualviolence.uconn.edu.

As stated in The Student Code's Preamble, “Admission to the University of Connecticut means acceptance into a new and special kind of community - an academic community. With acceptance comes a responsibility to uphold and build upon the values and the traditions that have served to define and to strengthen this community over time.” Any behavior, including sexual misconduct and harassment, that denigrates others is unacceptable and deplorable. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. Complaints against students regarding such alleged behavior are governed by the provisions of The Student Code.

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

If any of the following are present, consent cannot be given:

- **Incapacitation** is a state where someone cannot make rational, reasonable decisions because s/he lacks the capacity to give knowing consent (e.g. to understand the “who, what, when, where, why, or how” of their sexual interaction).
  - Sexual activity with someone who one should know to be, or based on circumstances should reasonably have known to be, mentally or physically incapacitated (by alcohol or drug use, unconsciousness or blackout), constitutes a violation of The Student Code.
  - A person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the consumption of rape drugs cannot give consent.
  - Alcohol related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. Evidence of incapacity may be detected from context clues, such as:
    - Slurred speech
    - Bloodshot eyes
    - The smell of alcohol on their breath
    - Shaky equilibrium
    - Vomiting
    - Unusual behavior
    - Unconsciousness
  - Context clues are important in helping to determine incapacitation. These signs alone do not necessarily indicate incapacitation.

- **Force** is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and/or coercion that overcome resistance.

- **Coercion** is unreasonable pressure for sexual activity. Coercion is the use of emotional manipulation to persuade someone to do something they may not want to do such as being sexual or performing certain sexual acts. Being coerced into having sex or performing sexual acts is not consenting to having sex and is considered sexual misconduct.

Sexual Misconduct
Sexual misconduct includes, but is not limited to, the true threat of or actual sexual assault, unwelcome sexual contact, and/or sexual harassment. Sexual misconduct may vary in its severity and consist of a range of behaviors or attempted behaviors including, but not limited to the following examples:
• Non-consensual Sexual Contact (or attempts to commit) is any intentional sexual touching with any object(s) or body part that is without consent and/or by force.
• Non-consensual Sexual Intercourse (or attempts to commit) is penetration of a bodily orifice with any object(s) or body part that is without consent and/or by force.
• Sexual Exploitation occurs when a student takes advantage of another without that individual’s consent for the initiator’s own advantage or benefit or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.
  o Examples of sexual exploitation include, but are not limited to:
    ▪ Sexual exhibitionism
    ▪ Prostituting or soliciting another person
    ▪ Non-consensual video, photographing, or audio-recording of a sexual nature and/or distribution of these materials via mediums such as the internet
    ▪ Exceeding the boundaries of consent (e.g., allowing people to watch consensual sex without knowledge from the participants)
    ▪ Peeping or other voyeurism
    ▪ Knowingly transmitting a Sexually Transmitted Infection (STI) or HIV to another individual
    ▪ Sexually-based stalking and/or bullying may also be forms of sexual exploitation
• Sexual Harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. A violation of The Student Code will be found where: (a) submission to sexual harassment of any kind is made either explicitly or implicitly a term or condition of an individual's employment, performance appraisal, or evaluation of academic performance, or (b) these actions have the effect of creating an intimidating, hostile, or offensive learning or working environment. Sexual harassment creates a hostile environment when the harassment is sufficiently severe or pervasive to deny or limit a student's or employee's ability to participate in or benefit from the academic or work environment. State and federal law protect individuals from discrimination or discriminatory harassment in connection with employment and all academic, educational, extracurricular, athletic or other programs of a school. This protection extends to conduct that occurs both on and off University property.
  o Examples of sexual harassment include, but are not limited to:
    ▪ Unwelcome sexual advances
    ▪ Requests or attempts to extort sexual favors
    ▪ Sexual violence
    ▪ Inappropriate touching
    ▪ Suggestive comments
    ▪ Public display of pornographic or suggestive calendars, posters, or signs
    ▪ Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sex-stereotyping and which may include physical aggression, intimidation or hostility are considered gender-harassment and are similarly prohibited.

Intimate Partner Violence (domestic violence)
Intimate partner violence is a pattern of behavior in an intimate relationship that is used to establish power and control over another person through fear and intimidation.

A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical. Examples of intimate partner violence include, but is not limited to:
• Slapping
• Pulling hair
• Punching
• Damaging one's property
• Driving recklessly to scare someone
• Name calling
• Humiliating one in public
• Harassment directed toward a current or former partner or spouse
• Threats of abuse such as threatening to hit, harm, or use a weapon on another (whether victim or acquaintance, friend, or family member of the victim), or other forms of verbal threats
Stalking
Stalking involves any behaviors or activities occurring on more than one occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health, and/or physical health. Such behaviors or activities may include, but are not limited to:

- Non-consensual communications (face to face, telephone, e-mail)
- Threatening or obscene gestures
- Surveillance/following/pursuit
- Showing up outside the targeted individual's classroom or workplace
- Sending gifts (romantic, bizarre, sinister, or perverted)
- Making threats

Sexual Misconduct Reporting Options
All reports of sexual harassment and discrimination, including sexual assaults, made to any University employee must be reported to the University’s Title IX Coordinator, Elizabeth Conklin, Office of Diversity and Equity (ODE), located in Wood Hall (241 Glenbrook Road Unit 2175, Storrs, CT 06269-2175). In addition, any person who believes he or she has been subjected to sexual harassment or discrimination may contact the Title IX Coordinator directly. The telephone for ODE is 860-486-2943 and email is elizabeth.conklin@uconn.edu. The Title IX Coordinator will ensure complaints of this nature are addressed by the appropriate University entities (Community Standards if the complaint is against a student, ODE if the complaint is against an employee) and will assist complainants in receiving any medical, mental health, or other services that may be warranted. The Title IX Coordinator will also facilitate any interim measures that may be necessary to protect the complainant in the institutional setting.

Complaints against students are typically handled by Community Standards and are governed by The Student Code. Such complaints should be directed to Cinnamon Adams or Kim Hill, Assistant Directors of Community Standards. Community Standards is located in Wilbur Cross Building, room 301 (233 Glenbrook Road, Unit 4119, Storrs, CT 06269-4119) and can be reached by calling 860-486-8402 or via email at community@uconn.edu.

Third party or anonymous reports alleging student sexual misconduct will be accepted by Community Standards through the previous mentioned contact venues. The information provided to Community Standards anonymously will only be used in compliance of The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act for data collection. Anonymous reports will typically not be used to initiate the formal student conduct process; however, under federal law the University is required to investigate all incidents of sexual harassment and discrimination, including sexual assaults, about which the University knows or has reason to know to protect the health and safety of the University community. The University will undertake an investigation even in those cases in which the victim chooses not to cooperate.

Any person who believes s/he has been sexually harassed or discriminated against on the basis of his/her sex or sexual orientation is strongly encouraged to contact the University’s Title IX Coordinator, Elizabeth Conklin, Office of Diversity and Equity (ODE), located in Wood Hall (241 Glenbrook Road Unit 2175, Storrs, CT 06269-2175). The telephone for ODE is 860-486-2943 and email is elizabeth.conklin@uconn.edu. The Title IX Coordinator will ensure complaints of this nature are addressed by the appropriate University entities and will assist complainants in receiving any medical, mental health, or other services that may be warranted. The Title IX Coordinator will also facilitate any interim measures that may be necessary to protect the complainant in the institutional setting.

It is encouraged that incidents of sexual assault be reported to the University of Connecticut Police Department at 860-486-4800 or by dialing 911 in the event of an emergency. Off-campus incidents can be reported to the Connecticut State Police, Troop C, 860-896-3222.

Individuals may decide not to file a report with any of the above units. Individuals are highly encouraged to seek medical attention, including counseling. A listing of resources through the Community Response Team is available at http://www.community.uconn.edu/community_response_team.html. Students who wish to file a report at a later date may contact any of the above mentioned units. Please note that a delay in reporting could weaken the information used to determine whether a student is responsible for sexual misconduct.

Student Conduct Process
The student conduct process for dealing with complaints is described in The Student Code. The information contained in this document provides additional information regarding sexual misconduct complaints. Individuals are strongly encouraged to read The Student Code to fully understand the process.
Upon receiving a report of sexual misconduct, Community Standards may initiate an interim administrative action(s) as allowed by The Student Code. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists. Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the accused student, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until a student conduct matter has been resolved. Actions may include, but are not limited to, no contact instructions, modification of residence hall status, limited access to campus, or interim suspension. The Title IX Coordinator may also impose interim measures or remedies that are not limited by The Student Code.

Community Standards will immediately begin an investigation after receiving a complaint and strive to reach a resolution within one month of notification; however, there are circumstances that may extend this resolution timeline (e.g., gathering witness information, scheduling). Incidents resulting in an administrative review are typically conducted within fifteen days of the accused student being formally notified of the actual alleged violations. Community Standards will provide regular updates as to the progress of the investigation to the complainant/victim and the accused student. Both the alleged victim and the accused student will be notified in writing of the outcome within 24 hours of the conclusion of the investigation or administrative review, whichever is later. Either party may request an appeal by submitting a request in writing within five business days of notification. Appeals are limited to a review of the process as outlined in The Student Code.

Community Standards will follow the process outlined in The Student Code. Both the complainant and accused student are afforded the same rights as outlined in The Student Code. This includes participating in the student conduct process, being accompanied by a support person, notification of the outcome, and the opportunity for appeal. The complete list is available in Part IV of The Student Code.

**Determination of Facts Relative to an Alleged Violation**

The standard used in determining whether or not the accused student violated University policy is a preponderance of evidence (whether it is more likely than not that a violation occurred).

**Sanctions**

If the accused student is found responsible for committing sexual misconduct and therefore, violating The Student Code appropriate sanctions will be imposed. Sanctions are determined by the seriousness of the violation, precedent for similar violations, and any existing aggravating and/or mitigating factors.

The University has four major sanctions: Warning, University Probation, University Suspension, or University Expulsion. When a student is found responsible for a violation(s), one of these is imposed. It is highly unlikely that a student found responsible for sexual misconduct would receive the sanction of a University Warning. The precedent regarding sexual misconduct is University Expulsion. A student may receive additional sanctions related to housing, student privileges, educational interventions, etc.

**Privacy versus Confidentiality**

To the extent possible, under federal law, if a student makes a formal report about an act of sexual misconduct to Community Standards, Community Standards has an obligation to investigate the complaint. Community Standards will protect the privacy of all parties to a complaint of sexual misconduct but Community Standards cannot promise confidentiality. By law, very few University employees are permitted to promise confidentiality and are primarily limited to those employed by the University’s Counseling and Health Services and the University’s Department of Health Services.

**Retaliation**

Retaliation against a person for filing a complaint, or against witnesses for providing a statement during an investigation, is also prohibited and is a violation of The Student Code.
Appendix C
Policy on Alcohol and Other Drugs

The harm caused by alcohol consumption among college students is severe, according to the National Institute of Alcohol Abuse and Alcoholism (2005). The NIAAA estimates that 1,700 college students (age 18-24) die in our nation each year from alcohol related incidents. Students afflicted with negative consequences due to alcohol consumption include: an estimated 500,000 who have driven while intoxicated, approximately 2.8 million college students; 600,000 were assaulted by another student who had been drinking; and 500,000 students were unintentionally injured.

In recognition of these statistics, the University has created and adopted this Alcohol and Other Drug Policy ("AOD Policy"), with an emphasis on individual and shared responsibility, healthy and informed decision-making, and maintaining a caring environment. The AOD Policy of the University of Connecticut has been established to support a safe and legal use of alcohol. The AOD Policy both (1) identifies actions the University does not support in an effort to prevent harmful situations resulting from the irresponsible and/or illegal use of alcohol and other drugs; and (2) provides guidelines to support safe and legal use of alcohol for all university constituents.

Jurisdiction
The AOD Policy for the University of Connecticut applies to all students as defined by Responsibilities of Community Life: The Student Code (The Student Code). Each member of the University of Connecticut community shall be involved in the implementation of and compliance with this policy. Unless otherwise stated by law, each individual retains responsibility for his or her actions at all times regardless of his or her mental or physical state, even if altered by alcoholic beverages or other drugs. Campus organizations may develop and enforce additional group/individual standards which are more restrictive than those established in this policy.

Persons who violate the laws of this state may be subject to arrest or citation. Students of the University may also be referred to the appropriate University authority for disciplinary sanctions for policy violations. Visitors who violate the laws or policies of the University may be required to leave the campus. The AOD Policy will be interpreted and adjudicated through The Student Code (this AOD Policy applies to students of the University of Connecticut. Professionals, faculty and staff are subject to separate University policy regarding alcohol and other drugs, specifically the General Rules of Conduct).

Philosophy of the Alcohol and Other Drug Policy
Our community at the University of Connecticut is maintained by each individual and organization adhering to a code of conduct which emphasizes compassion, respect to self and others, honesty and integrity. The concern for these values and ethics are expressed in The Student Code and in other policies published throughout the University.

As an institution of higher education, the University of Connecticut strives to support the scholastic, physical, and mental development of our students. The University’s principle role is to engage in education that leads to high standards, respectful conduct and a healthy, productive environment. When those are compromised, the University will take disciplinary action against organizations and individuals violating The Student Code. The University offers reasonable assistance for students who are substance-dependent.

Policy Statement
Alcohol
As members of the University community, students have an obligation to uphold The Student Code as well as obey all federal, state and local laws. The University of Connecticut has established the following policy requirements that define illegal alcohol use (including being under the influence), possession, sale or distribution of alcoholic beverages that violate university policy.

University standards regarding alcohol include but are not limited to the following:
1a. Illegal consumption, possession, proximity. Possession of alcohol on all of the University of Connecticut campuses is limited to persons 21 years of age or older. If an individual is under 21 years of age that person is not permitted to consume alcohol or carry alcohol on their person. Alcohol paraphernalia (which includes but is not limited to: empty beer cans or bottles, shot glasses, etc.) being owned displayed or in the possession of a person is considered a violation of this policy.

1b. Strength of alcohol. Any alcohol that is stronger than 80 proof is not permitted on campus except where approved for academic purposes of the University.
1c. Serving, distributing or obtaining alcohol. Serving, distributing to or obtaining alcohol for any individual who is under 21 years of age is prohibited. Allowing a person under the age of 21 to consume alcohol is prohibited. Providing alcohol to a person who is visibly intoxicated and or pressuring others to use alcohol is a violation of this policy.

1d. Public Consumption. Alcohol may not be consumed anywhere on campus except in designated locations such as a restaurant or bar where the permittee assumes all liability of properly monitored events. University officiated events require proper server training of all personnel providing alcohol. No alcohol is to be consumed in public areas and open containers of alcohol are not permitted in public areas on campus except as defined by above criteria. ("Public areas" are defined as any area that could be used for general use including but not limited to stairways, hallways, lounges, bathrooms, dining halls, arenas, library, academic and administration buildings, and outside buildings on University property.)

1e. Location for Consumption. Alcohol can only be consumed on campus where there is a liquor permit to serve alcohol. A consumer can only ingest alcohol at the event location.

1f. Alcohol Procurement. Alcohol may not be purchased with University funds, student organization fees or dues. The Department of Dining Services is the sole liquor permit holder on campus.

1g. Tap Systems. No tap systems to administer alcohol may be used on University property except by a licensed permittee.

1h. Drinking games and paraphernalia. Drinking games are prohibited. Paraphernalia used to administer drinking games or assist the user in ingesting alcohol at a fast rate are a violation of University policy. This includes, but is not limited to, funnels and beer pong. Such paraphernalia may not be maintained on University property and will be confiscated if discovered.

1i. Common Source Containers. Common source containers containing alcohol are prohibited. This includes but is not limited to, kegs, beer balls, and/or punch bowls being used to serve alcohol.

1j. Off-campus Functions. There are different policies for groups holding events off campus at which there is alcohol. Please see below for links to the appropriate information and policies:
   - Office of Fraternity and Sorority Life (Storrs Campus) Alcohol Event Notification Form
     www.greeklife.uconn.edu/docs/Alcohol_Event_Notification_Form.pdf
   - Trustee Account Student Organizations may not use organization funds to purchase alcohol (1F).
   - Law School student organizations must assure compliance with Law School Off-Campus Social Event Guidelines.
   - All student organizations are encouraged to plan events using the Student Activities Risk management Guidelines. http://www.studentactivities.uconn.edu/risk_mgmt_home.html

1k. Driving under the influence. Driving under the influence of alcohol on campus or off-campus is prohibited.

Drugs
As members of the University community, students have an obligation to uphold The Student Code as well as obey all federal, state and local laws. The University of Connecticut has established the following policy requirements that define drug and medication use (including being under the influence), possession, sale, distribution or manufacturing of controlled substances and/or drugs, or drug paraphernalia, except as expressly permitted by law and University policy. University requirements regarding drug and medication use by students include but are not limited to the following (employees must abide by a separate policy regarding alcohol and other drugs identified in the General Rules of Conduct):

2a. Illegal Drugs - Illegal drugs are not permitted on University property.

2b. Medications - Prescription drugs are permitted on campus if accompanied by an authentic medical prescription. Use of legal medication outside the parameters of the medical authorization is prohibited.

2c. Contraband - Substance use paraphernalia, use, possession, sale, distribution and manufacturing except as permitted by law and the University’s AOD Policy is prohibited.

2d. Driving under the influence - Driving under the influence of drugs on campus or off-campus is prohibited (exception: the use of medication prescribed by a doctor for whom physician recommendations are followed).
UNIVERSITY OF CONNECTICUT

CODE OF CONDUCT

individual responsibility
institutional success
This document serves to guide the daily operations of our University system including:

The Storrs campus;
Schools of Law and Social Work;
Regional campuses throughout the State;
University of Connecticut Health Center
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Dear Colleagues:

The University of Connecticut is committed to assuring the highest standard of integrity in all aspects of University life and in all University and University-sponsored activities. While this goal is simply stated, its attainment requires concerted effort on the part of all members of the University community, particularly faculty, administrators and staff. Federal, state and local regulations which govern our activities are increasingly complex, and as the University's activities expand in size, scope and prominence, it is important that all of us understand relevant policies and know what is required in terms of compliance and reporting.

The University of Connecticut Board of Trustees is the body that is ultimately responsible for ensuring full compliance. At the Board’s direction, the University has established a Compliance Program to help in our efforts to adhere to all federal, state and local regulatory requirements. A key ingredient of an effective Compliance Program is the establishment of a Code of Conduct. This Code of Conduct was developed with input from faculty, administrators and staff.

This Code serves to guide the conduct of University activities in support of the University’s mission and is designed to serve three key purposes:

1. To set the basic standards of workplace behavior that the University expects of all faculty, administrators and staff.
2. To state publicly the University’s long-term commitment to the highest standards of integrity in education, research, health care, public engagement and service.
3. To assure that faculty, administrators and staff understand their shared responsibility for keeping the University in full compliance with all applicable laws, regulations and policies.
Please read the Code carefully, and take all steps necessary to apply its standards. The University’s Office of Audit, Compliance and Ethics is responsible for monitoring compliance and serving as a resource for questions and guidance on the Code, and on the University policies and procedures that spell out compliance requirements in greater detail.

A key element in assuring University-wide compliance is a system for reporting potential violations. In an institution this large and active, there may be areas of confusion; regrettably, there may also be instances in which individual behavior does not meet appropriate ethical expectations. Any University employee who observes a possible violation of law, regulation, policy or approved procedure has an obligation to report it. While a key element is reporting inappropriate activity, I want to emphasize that the most important element of any compliance or ethics program is working cooperatively to assure a positive climate of openness and integrity. Great universities function as true communities in which faculty, administrators, staff and students collaborate to achieve common goals. That holds true for instruction, research, public engagement, service and, at the most fundamental level, ethical compliance.

I want to thank you for understanding and adhering to these standards, and for your commitment to the highest level of ethical conduct in fulfillment of our institutional responsibilities.

Sincerely,

Susan Herbst
The University of Connecticut Ethics Statement

The standards contained in this Code of Conduct reflect the University of Connecticut’s core values as they have been articulated over time by generations of faculty, staff, administrators, students and the State of Connecticut. These values are essential and enduring tenets of our organization. A statement of these values, while reiterating concepts already well understood, is helpful in outlining the context in which our Code will operate. Please be advised that violation of the standards in this Code of Conduct may result in appropriate disciplinary measures up to and including dismissal.

Knowledge:
Members of the University community value truth, the pursuit of truth, intellectual curiosity and academic freedom. Our faculty and students seek to create new knowledge and are committed to sharing ideas, research findings and the products of intellectual and creative pursuits with the broader community.

Honesty:
Members of the University community are truthful and sincere in their words and actions and do not intentionally mislead others or provide inaccurate information.

Integrity:
Institutional and individual behaviors at the University reflect fundamental moral and ethical values. Our actions are beyond reproach and avoid both the fact and the appearance of impropriety.

Respect:
The University honors and respects individuality and demonstrates tolerance for the personal beliefs and cultural differences of all individuals. As members of an academic community, we seek to foster a spirit of civility and collegiality through open and honest communication. We strive to protect the health, safety and well-being of all persons. We protect the private and confidential information that is provided by our patients and research participants, faculty, administrators, staff, students, volunteers and others. We value an environment that is free from harassment, intimidation, bullying, incivility, disrespect and violence.

Professionalism:
The University and its members expect that the professional standards and requirements that are applicable to the academic, research, clinical, engagement, administrative and other professions comprising our community will be followed. We are responsible and accountable for our actions and are expected to make reasonable efforts to comply with all applicable federal, state and local government laws and regulations. As individuals and as an institution, we also strive to follow ethical business practices and to act as good stewards of the resources made available to us.
Introduction to the University of Connecticut Code of Conduct

In all its endeavors, the University of Connecticut is dedicated to excellence that is demonstrated through national and international recognition. As Connecticut’s public research, land-grant and sea-grant university, through freedom of academic inquiry and expression, we create and disseminate knowledge by means of scholarly and creative achievements, graduate and professional education, and public engagement and service. Through our focus on teaching and learning, the University helps every student grow intellectually and become a contributing member of the state, national and world communities. Through teaching, research, engagement and service, we embrace diversity and cultivate leadership, integrity and engage citizenship in our students, faculty, staff and alumni. As our state’s flagship public land and sea grant institution, we promote the health and well being of Connecticut’s citizens through enhancing the social, economic, cultural and natural environments of the state and beyond.

If you are faced with an ethical issue, you should consult this Code of Conduct as well as current University policies and procedures. You are responsible and accountable for addressing your ethical dilemmas. Consultation with your supervisor, manager, other appropriate colleagues, or the Office of Audit, Compliance and Ethics are avenues available to employees.

The Code of Conduct includes “Questions to Ask Yourself” after each set of Standards. These questions are intended to be thought provoking and assist employees by providing examples of matters that each of us may face during our employment with the University. For guidance regarding individual situations that relate to any of these or other questions, please feel free to contact the Office of Audit, Compliance and Ethics.

Campus-Wide Standards

The University of Connecticut values all members of its community and recognizes that each person contributes to the overall success of the institution. The University further recognizes that it is through the efforts of its faculty, administrators and staff that it achieves national and international prominence and delivers a world class education to its students. The culture of the University is one of respect, civility, trust, cooperation and collaboration among all its members. We believe all members of the University community are entitled to an environment that ensures collegiality and mutual respect.

Conduct of Faculty, Administrators and Staff

• Members of the University community shall perform their duties in a fair and ethical manner in accordance with established policies, procedures and regulations.
• Members of the University community shall carry out their duties with professionalism. The University supports the efforts of its faculty, administrators and staff to achieve and maintain professional standards.
• The University provides equal opportunity and access to its employment, programs, benefits and services.
• Supervisors have a particular responsibility to support the Code of Conduct and to demonstrate compliance within their units.
• Relationships of an inappropriate personal nature between supervisors and those they supervise are prohibited.

Civility
• The University values an environment that promotes a spirit of civility and collegiality, while fostering open and constructive intellectual debate.
• All members of the University community have a responsibility to treat each other with consideration and respect. Managers and supervisors have an elevated responsibility to demonstrate these behaviors and support their expression in the workplace.
• Engaging in behaviors that harass, intimidate, bully, threaten or harm another member of the University community does not support a respectful and civil work environment.

Non-Discrimination
• The University encourages and respects diversity within the university community and does not allow discrimination on the basis of age, race, national origin, religion, disability, sex, sexual orientation or any other characteristic protected by law in any activity or operation of the institution.

Harassment
• The University affirms its dedication to foster a community that condemns all forms of discrimination or acts of intolerance including sexual harassment, intimidation and retaliation.

Confidentiality
• Confidentiality of faculty, staff, patient and student records is respected and maintained in accordance with University policies and procedures, federal laws and state regulations. We use such records for legitimate purposes only and in accordance with proper authorization.

Computer/Telecommunications Use
• The University's computer and telecommunication networks are University resources that are provided to employees, students and volunteers to allow them to carry out the functions of the institution. Those who use the computer and telecommunication networks are responsible for the appropriate use of these resources. We understand, support and abide by the policies concerning the ethical and responsible use of computers and electronic information at the University of Connecticut.
Regulatory Compliance
• The University of Connecticut Office of Audit, Compliance and Ethics strives to ensure that we meet the highest possible standards where relevant federal, state and local regulations, laws and guidelines are concerned. This office supports ethical conduct by all faculty, administrators and staff and requires ongoing monitoring of policies, procedures and practices. Education is a key component of this program.

Health and Safety
• We are responsible for complying with all workplace safety and health regulations and will report unsafe conditions, equipment or practices to appropriate University officials, as required by law.

Conflict of Interest
• We, as employees of the State of Connecticut, adhere to the guidelines set forth in the Connecticut Code of Ethics for Public Officials, as well as the University’s Guide to the State Code of Ethics.
• We will not engage in outside activities which will create an actual conflict of interest and will strive to avoid the appearance of a conflict. If faced with a potential conflict of interest, members of the University community shall disclose the nature of the conflict to the appropriate parties.
• We do not accept gifts, including food and beverage, from vendors, lobbyists or any other person or entity that is doing business with or seeking to do business with the University unless permitted under the Connecticut Code of Ethics for Public Officials.
• We do not accept secondary employment that will impair our independence of judgment as to our official duties or which will require us to disclose confidential information.
• We will not use our state positions for personal financial gain beyond our official compensation, or for the financial benefit of our family members or domestic partners.
• We will not use state resources for personal use or for use unrelated to our University responsibilities.

Questions to Ask Yourself
• Have I treated others as they wish to be treated?
• Do I make discriminatory and harassing statements?
• Have I used my position to intimidate or isolate others?
• As a faculty member or staff member, should I accept a gift from a student?
• Do I frequently use my University telephone for personal phone calls?
• Do I use my contacts at the University to help my outside business?
• Do my outside professional activities create an appearance of a conflict of interest?
• Do I maintain appropriate professional relationships with students, colleagues, patients, clients and customers?
• Have I used my position to gain employment for a family member?
• Even if I have access to certain records, do I have the authority to view them and/or distribute them to others?
• Do I know what to do if I think that a University record has been accessed inappropriately by someone inside or outside the University?
• Do I take shortcuts that create a safety hazard?

Education Standards

The University of Connecticut recognizes education as one of its primary missions and strives to maintain a professional environment conducive to the development of its students. To that end, the University believes that the purposes of an educational institution are best served by attracting and developing scholars of proven professional and personal competence and integrity and by assuring those teachers and scholars freedom to expand human knowledge and understanding.

• We educate students from a wide range of backgrounds and respect differences in each individual's heritage and goals.
• We respect the individual choices that students make for career paths.
• We respect each student as a valuable individual regardless of age, race, color, nationality, ethnicity, ancestry, marital status, gender, disability, religion, sexual orientation or personal beliefs.
• We acknowledge and support students' rights to question faculty members, the administration and staff in good faith.
• We comply with all applicable statutes and regulations.

Student conduct is governed by the applicable codes of conduct and professional standards of conduct adopted by their schools. While this Code applies primarily to faculty, administrators and staff, its underlying principles are, however, common to codes and regulations governing students.

Athletics

The Division of Athletics operates a broad-based program of intercollegiate athletics and recreational and intramural opportunities that reflect the ethical philosophy of the University; the interest of the student body and the desires of the University's internal and external constituencies.

• We offer student-athletes the opportunity to excel in academic achievement and athletic accomplishments.
• We foster among our students a sense of citizenship, leadership and social responsibility and encourage adherence to the highest standards of integrity and ethics. We promote principles of good sportsmanship, honesty and fiscal responsibility in compliance with University, state, National Collegiate Athletic Association (NCAA) and conference regulations.
• We promote and support the University’s comprehensive commitment to diversity and equity, providing equitable opportunity for all students and staff, including women and members of minority groups.

Questions to Ask Yourself
• Do I foster an environment that is conducive to learning?
• Am I providing each student an equal opportunity to learn?
• Do I react negatively when students challenge or critique my interpretation of source material?
• Do I protect the privacy of each student’s academic record and personal information?
• Are my grading practices fair and understood by all of my students?
• Do I regularly update my teaching materials?
• Am I a role model for my students regarding professional values?
• Do I acknowledge and support providing student athletes equitable and appropriate opportunities to excel in academic achievement?

Research Principles and Standards

The University of Connecticut is committed to the highest standards of professional conduct and integrity in research. These standards include honesty, trustworthiness, objectivity, accountability, openness, respect and fairness when dealing with other people, a sense of responsibility towards others and loyalty to the ethical principles espoused by our institution.

The University expects these standards to be maintained by all academic, research and relevant support staff, students and their supervisors and other individuals conducting research or involved in the peer review process within or on behalf of the University. Prompt reporting to the appropriate institutional administrative committees of violations of human subjects' protection, laboratory safety, or humane treatment of animals is expected.

We understand that academic freedom is essential to creating an atmosphere in which scholarship flourishes. Promotion of intellectual freedom is consistent with assuring a climate of integrity and the University has the right and the obligation to inquire into all instances of alleged or apparent misconduct in scholarly activities.

Scholarly Integrity
• We properly collect, record and maintain research data.
• We take responsibility for all publications and presentations of which we are author or co-author.
• We appropriately acknowledge, in publications and presentations, those who have contributed to our research.
• We grant access to our research data to co-investigators involved in generating the data.
• We grant reasonable access to our research equipment and resources to other University investigators involved in research.
• We, the University and its faculty, administrators and staff, do not interfere with the research conducted by students or faculty.
• We do not tolerate plagiarism, falsification, or fabrication of research data, or other scientific misconduct.

Human Research
• We abide by all federal and state laws and regulations, in addition to the University's policies and procedures, when performing studies involving human subjects.
• We respect human research participants and are committed to their safety.
• We protect human subjects by securing institutional review and approval for any research.
• We adhere to approved protocols and obtain prospective institutional approval of any changes in those protocols.
• We engage all human subjects, or their appropriate representatives, before initiating a research protocol, in a meaningful informed consent process including explanations of possible risks and benefits.
• We allow potential or current participants to withdraw from a study at any time without prejudice.
• We notify human subjects in a timely fashion of any serious adverse events associated with a human subjects study.
• We conduct appropriate education and training before initiating a human subjects study.

Animal Research
• We abide by all federal and state laws and regulations, in addition to the University's policies and procedures, regarding the care, transport, maintenance and use of animals.
• We are committed to the humane treatment of animals in research.
• We protect research animals by securing appropriate institutional review and approval for any research.
• We adhere to approved protocols and obtain prospective institutional approval of any changes in those protocols.
• We conduct appropriate education and training before initiating animal research.

Laboratory Safety
• We abide by all federal and state laws and regulations, in addition to the University's policies and procedures, concerning laboratory safety.
• We seek prior approval of appropriate University committees when research involves hazardous chemical substances, bio-hazardous materials or radioactive materials.
• We properly document, store, handle, transport and dispose of radioactive, bio-hazardous and hazardous chemical materials, pharmaceuticals and investigative drugs.
• We participate in appropriate education and training before initiating studies involving such materials.
• We comply with all workplace safety and health regulations and will report unsafe conditions, equipment or practices to our supervisors or other appropriate University officials.
• We attend required instructional and training sessions when dictated by funding or oversight agencies.

Research Support
• We use research funds only for their designated purposes.
• We accurately account for time and effort related to research funding.
• We disclose financial conflicts of interest to University administrators and, as appropriate, manage such conflicts in accordance with existing policies and procedures.
• We properly acknowledge sponsorship of research in our publications and presentations.
• We disclose inventions produced from our research to the University so that consideration is given to the protection of intellectual property.

Questions to Ask Yourself
• Do I work safely in the lab?
• Have I received training and approval to use research materials?
• Have I collected data and documented my research accurately?
• Did I face a conflict of interest today? Does it bias my research?
• Do I protect the safety and well-being of my human or animal subjects?
• Did I obtain proper consent from my human subjects?
• Do I respect the privacy of research participants? Do I appropriately protect the confidentiality of their research data?

Public Engagement and Outreach Standards

The primary purpose of public engagement is to serve external constituencies in a manner that leads to enhanced teaching and research. Public engagement efforts impact on the reputation of the University. Engaged scholarship, as a component of public engagement, results from public engagement and outreach. It focuses on those activities that promote advanced understanding and creative works in a mutually beneficial manner. Public engagement, which includes outreach and public service, consists of all activities where the University offers its resources, both human and physical, to external constituencies in such a manner where there is a partnership or that engaged scholarship results. These efforts are on behalf of the public good and not for private gain. The term University resource refers to those activities and entities that the University makes available to its various constituencies which may involve a cost to access.
As a land and sea grant university, the University of Connecticut is committed to our mission that includes public engagement as measured by the impact of teaching and research on the world outside of the institution. In the spirit of true partnership, we seek to expand our interactions with groups beyond our campuses in areas of mutual concern and enhance their access to the resources available at the University. In addition to collaborations in the arts and humanities, we encourage constructive partnerships in new areas of interdisciplinary excellence, such as Health and Human Behavior, the Environment, and Human Rights. Through broadened access and reciprocal interaction, we realize synergistic outcomes that further strengthen the University and benefit the people of Connecticut as well as those beyond the state borders.

- We believe the reputation of the University is tied to its responsiveness to the needs of the citizens and communities of the State.
- We reach out to and engage communities in reciprocal partnerships.
- We are respectful of our community members, demonstrate cultural competence in their interactions, and comply with University policies while engaged in and with communities, just as we would on campus.
- We strive for responsible engaged scholarship and community-based programs to the benefit of communities by involving our partners in the planning, execution and dissemination of the knowledge gained by such programs.
- We translate and disseminate research results to real world applications to address problems, we recognize and respect the knowledge and behaviors of our partners as we work in a collaborative environment.
- We effectively communicate these standards and values with the organization.
- We actively engage students in community experiences as part of our service learning priority.

Questions to Ask Yourself
- Have I ensured that the public engagement effort is consistent with the University’s mission and vision?
- How do I solicit input regarding community needs when designing, planning, and conducting my engaged scholarship or community-based project?
- How can I work with community members as equal and collaborative partners in all phases of a project, from planning to dissemination of findings, and avoid the perception of using the group for my gain?
- How do I handle the findings of my work to ensure confidentiality when appropriate?
- Am I culturally sensitive to the diverse needs of community members and partners, starting with the selection and training of my University team members?
- How can I prioritize considerations of diversity when designing, planning and conducting my community-based research or program, identify any barriers to participation and work to ameliorate or eliminate such barriers?
- How will my actions reflect how the University is viewed in the community?
• How do I manage, use and share resources of the University in a manner that is respectful to partners?
• How do I teach and engage my students in the work of the community as they apply classroom learning to real world situations?

**Patient Care Standards**

Clinicians associated with the Health Center, Storrs and regional campuses and other University health care facilities provide compassionate primary and specialty health care in an academic environment. We focus on delivering quality patient care and fostering continuous improvement through scientific knowledge that is shared with patients, colleagues and the public.

• We, each faculty and staff member involved in patient-related activities, are expected to understand and support the applicable Patient's Bill of Rights and Responsibilities.
• We strive to deliver health care that is based on contemporary scientific knowledge and technology.
• We provide educational resources and opportunity for consultations with other health care programs to assist our patients in the planning of their treatment.
• We strive to consider the physical, emotional and spiritual needs of our patients in making our treatment recommendations.
• We do not extend or receive payments or benefits in exchange for referrals. Our health care and referrals are based on the well-being of and best treatment for our patients.
• Patients have a right to ask members of their health care team about the role of students and residents in their care and to receive complete and accurate information. We explain to our patients the importance of the educational mission at the University as it relates to their treatment.
• We provide our patients with information necessary to make informed health care decisions. This includes reviewing medical findings with each patient, as well as discussing alternative treatment options and the associated risks and benefits.
• We prepare clear, honest and accurate patient medical documentation in a timely manner. We maintain the confidentiality of this information in accordance with existing University policies and procedures, federal laws and state regulations, including but not limited to the Health Information Portability and Accountability Act (HIPAA).
• We provide clinical facilities and laboratories to support quality care for our patients. We adhere to appropriate policies and procedures to ensure that we retain certification in all aspects of program function as required by institutional, state and federal regulatory agencies.
Questions to Ask Yourself

• Do I demonstrate respect and compassion for my patients and their families?
• Was the care that I provided today in the best interest of my patients?
• Did I answer my patients' questions to the best of my ability or assist them in obtaining the information they requested?
• Do I offer all of the needed resources and services to my patients or assist them in making a referral to obtain those services?
• Do I respect the privacy of my patients and protect the confidentiality of their health information?
• Did I document my patient care thoroughly and accurately today?

Business, Fiscal and Legal Standards

The University of Connecticut adheres to established business standards in its conduct as an institution of higher education and as a health care provider. We comply with all applicable federal, state and local government laws and regulations and strive to follow ethical business practice standards. We endeavor to conduct all University business with honesty, integrity, accuracy and fairness.

Contracts

• We strive to make all purchasing decisions based on the best interests of and value to the University. The University follows fair business practices in its contracting.
• We recognize the value of obtaining competitive bids when appropriate, maintaining independence, ascertaining the financial and legal status of vendors and obtaining clear written agreements for services or goods to be purchased.
• We comply with all state guidelines regarding procurement activities. We comply with all laws relating to pricing, competition and business arrangements.

Proprietary information

• In the course of doing business, the University creates and receives information that could directly affect the success of its business ventures or those of its current or prospective business partners. If used inappropriately, this information could unduly benefit individuals who have access to such information. The University depends on the ethical business practices and personal integrity of its employees to protect this information from premature or improper use and disclosure.

Physical property and intellectual property, including data

• The University's physical property includes property that is owned by the University but entrusted to individuals or organizational units within the University. Examples include office and departmental equipment and supplies, vehicles, facilities, cash, reports and records, including clinical and billing records in department offices, computer software, electronic files and data, patents, trademarks and service marks.
• We utilize such resources properly and protect property against loss, theft, misuse and waste.
• Research materials, inventions or devices developed through the use of University resources are the property of the University. Rights to such property may be transferred to other parties (such as commercial sponsors) only with express written authorization. Materials subject to copyright are generally not the property of the University.
• Research data are considered the property of the principal investigator or the joint property of collaborating individuals when research data are generated by a principal investigator working in collaboration with one or more faculty colleagues.
• Research data generated by postdoctoral fellows, graduate students, research trainees or others who have had significant intellectual input, shall be considered the joint property of the collaborating individuals.
• The use of any form of intellectual property covered by copyright and license agreements and used for face-to-face, distance teaching purposes or a combination of the two, will comply with copyright law and the terms of the license agreement under which it was obtained. Examples include books, journal articles, newspapers, images, audio, and video in physical or electronic form owned or borrowed by the University or the instructor.

Financial Records and Funding Sources
• We understand that the federal and state governments constitute major funding sources for the University in student financial aid, research and other areas. As such, we acknowledge responsibility for the stewardship of such funds, understanding and complying with federal and state laws and regulations.
• We maintain accurate and timely financial records in accordance with the University’s policies and Generally Accepted Accounting Principles. We use appropriate internal financial controls to safeguard assets and to ensure compliance with all internal and external accounting rules and regulations. We cooperate fully with internal and external auditors and regulatory agencies during examinations of all books and records and do not alter or destroy any documents in anticipation of such reviews.
• We, as employees of the University, accurately account for our time and properly document when seeking reimbursement for work-related expenses.
• We charge and bill for patient care services in accordance with third party regulations and applicable state and federal laws. We bill for medically appropriate services that are clearly and accurately documented in the medical record. We submit claims for services in a timely manner. We maintain accurate patient accounts and promptly correct billing errors.
• We acknowledge that clinical care providers, coding personnel and billing staff have a collective responsibility to understand the third party regulations and federal and state laws governing the services they are providing.
Questions to Ask Yourself

- Did I document my work clearly, honestly and accurately?
- When I sign a document, do I understand what I am signing?
- Do I understand when the competitive bidding process must be used?
- Have I signed a contract without obtaining proper authorization?
- Am I wasteful of University supplies?
- Was I honest with my coding of patient visits today?
- Do I share my computer password with others?

External Relations and University Advancement

Government relations and political activity

- We depend, as a public institution, upon the support and trust of federal and state officials.
- We will not make representations on behalf of the University without official authorization.
- We do not engage in partisan political activities while on state time nor will we use University resources for the purposes of influencing a political election.
- We adhere to federal and state laws which provide guidance for the political activities of the University employees.

Public access to University information

- We facilitate accurate, ethical and timely news coverage of significant programs and the achievements of faculty, administrators, staff, students and alumni.
- We comply with all federal and state laws and regulations as well as all University policies regarding the release of information about activities of the University, or its employees, students, volunteers, patients or research subjects, carefully balancing privacy rights with the public’s interest.

University Advancement

- We recognize that the process of raising charitable funds requires ethical and sensitive interactions with prospective and current donors. Although we may release general information about alumni or other supporters, we respect an individual donor’s intent and honor all requests for anonymity.
- We recognize that the primary responsibility for development of prospective donors lies with the University of Connecticut Foundation. The Foundation works in cooperation with offices and departments across the University but is organizationally independent of the University itself.
Media Relations

- We acknowledge that University Communications is the University’s primary and official liaison to the news media – international, national, regional, state and local – and that this department is responsible for initiating, developing and maintaining effective, productive and beneficial relations with the news media in communicating University news and in responding to media requests.

- We respect the individual freedom of faculty, staff and administrators to express their personal opinions on University actions and policies, while also recognizing that University Communications is responsible for coordinating official University comment on all matters regarding the institution.

- We understand that the University encourages its faculty, staff and administrators to serve as members of community panels, boards, civic organizations, professional associations and other similar voluntary associations. An employee assuming such a role is not acting as a spokesperson of the University.

Graphic Standards

- We recognize that University Communications is responsible for establishing and maintaining the University's graphic standards and that specific standards apply to the use of the University's logos and seals.

- We understand that the University has legal rights regarding the use of its name, logos and seals and protected trademarks.

Questions to Ask Yourself

- Have I referred media requests to University Communications?
- Should I talk “off the record” to a reporter?
- When is it appropriate to talk to the media about my research or to comment on the research of others?
- Should I speak on behalf of the University to government officials regarding University matters?
- Can I be identified as a University employee in my political or charitable activities?
- Do I maintain clear boundaries between my professional role and my personal activities that are unrelated to the University?
Resources, Additional Information and Reporting

The University has established the Office of Audit, Compliance and Ethics to oversee its internal audit and compliance programs and to ensure compliance with applicable laws, regulations, policies and procedures.

Obtaining Additional Information, Reporting Compliance Concerns and Non-Retaliation Policy

- For additional information please refer to the appropriate website or contact the office at the phone numbers or email addresses noted below. If you wish to report suspected violations of laws, regulations, rules, policies, procedures, ethics or any other information you feel uncomfortable reporting to your supervisor or faculty administrator, you may also contact the Office of Audit, Compliance and Ethics directly using the phone numbers or email addresses listed below.

Storrs and Regional Campuses:
9 Walter’s Avenue, Unit 5084
Storrs, CT 06269-5084
Website: www.audit.uconn.edu
Phone: (860) 486-4526
Fax: (860) 679-1608
Email: reportline@uconn.edu

Health Center:
263 Farmington Avenue
Farmington, CT 06030
Website: www.uchc.edu/compliance/index.html
Phone: (860) 679-4180
Fax: (860) 486-4527
Email: compliance.officer@uchc.edu

- If you wish to report a concern or a suspected violation anonymously you may contact the University’s REPORTLINE using the contact information below. The REPORTLINE is operated by a private (non-University) company. No effort is made to identify the person reporting and no trace of the call is performed. Information received is given to the Compliance Officer for appropriate action. This service is available 24 hours a day, 7 days a week and is staffed by independent specialists trained to obtain complete and accurate information in a confidential manner. If you wish, you may obtain information about the Compliance Office response to your call by following up with the REPORTLINE at a later date. To contact the REPORTLINE:
Storrs and Regional Campuses
Phone: 1-888-685-2637
Web reporting address: https://www.compliance-helpline.com/uconncares.jsp

Health Center
Phone: 1-888-685-2637

Other Reporting Options

• State Auditors of Public Accounts
  The Whistle Blower Act, Section 4-61dd of the Connecticut General Statutes, authorizes the Auditors of Public Accounts to receive information concerning matters involving corruption, unethical practices, violation of State laws or regulations, mismanagement, gross waste of funds, abuse of authority or danger to the public safety occurring in any State department or agency. Upon receiving such information the Auditors are required to review such matters and report their findings and any recommendations to the Attorney General. The Auditors shall not, after receipt of any information from a person under the provisions of this section, disclose the identity of such person without his/her consent unless the Auditors determine that such disclosure is unavoidable during the course of the review. You can file a complaint with the Auditors of Public Accounts by calling (860) 566-1435 or toll free at (800) 797-1702. Website: www.state.ct.us/apa/

• Federal False Claims Act (31 U.S.C. § 3729-3733)
  This act permits a person with knowledge of fraud against the federal government to file a lawsuit on behalf of the government against those that committed the fraud. The person filing the lawsuit is also known as the “whistleblower” or “qui tam” plaintiff. The “qui tam” plaintiff must notify the United States Department of Justice (DOJ) of all information regarding the fraud. If the DOJ takes the case and fraud is proven the “qui tam” plaintiff is entitled to a portion of the money recovered by the federal government. Under the False Claims Act the “qui tam” plaintiff is protected from retaliation that may result from his or her involvement in the case. This is known as Whistleblower Protection.

Non-Retaliation

• University policy prohibits retaliation if you report in good faith a compliance concern to any supervisor, faculty, administrator, the Compliance Office, the REPORTLINE or any appropriate agency outside of the University. If you feel that you have been subject to retaliation, you should contact the Compliance Office immediately. The Compliance Office will respond to all reports in a timely manner in order to resolve any non-compliance and to educate regarding compliance concerns.
Office of Diversity and Equity’s
Discrimination/Discriminatory Harassment Complaint Procedures Overview

Introduction

The Office of Diversity and Equity (ODE) has prepared this summary to inform the University community about how ODE receives and resolves complaints of discrimination.¹

ODE is a neutral investigatory unit within the University that was created by statute (C.G.S. §46a-68(b)(4)) and charged with investigating and adjudicating internal discrimination and discriminatory harassment complaints to determine if employee conduct violates University anti-discrimination policies, which have been construed to provide protections aligned with current law. ODE is further charged with making findings and recommendations designed to mitigate the harm caused by discriminatory conduct, and prevent recurrence of discriminatory conduct.

Applicable University Policy

It is a violation of University policy for any member of the University community (faculty, staff, or any vendor or contractor), to discriminate against another member of the University community (including students) based upon race, color, ethnicity, religion, age, workplace hazards to reproductive systems, sex (gender, sexual harassment), gender identity, marital status, sexual orientation, genetic information, pregnancy, national origin, physical/mental/learning disability, and any other basis protected by state and/or federal law.

It is also a violation of University policy to retaliate against any member of the University community who has filed a complaint or cooperated with an investigation or otherwise participated in these complaint procedures. A person who feels that they have been subjected to retaliation for filing an ODE complaint or for participating in an ODE investigation in any capacity (Complainant, Respondent, Witness) should contact ODE.

Jurisdiction

Overview of ODE’s Complaint Process

All members of the University community should contact ODE if they observe or encounter conduct that may violate the University’s Affirmative Action and Equal Employment Opportunity Policy; Policy Statement – People with Disabilities; the Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships; and/or the University’s

¹ This general summary is not intended to capture every detail contained within the University’s Discrimination/Discriminatory Harassment Complaint Procedures. If a discrepancy exists between the official Complaint Procedures and this Overview, the Procedures will control.
Non-Retaliation Policy. These policies can be found at http://www.ode.uconn.edu under “Discrimination.”

Reports of alleged violations may also be made to an immediate supervisor. Alternatively, if the immediate supervisor is the alleged harasser, complaints may be made to the next level supervisor. University Deans, Directors, Department Heads, managers and/or supervisors that receive a complaint of discrimination or discriminatory harassment are required to notify ODE in order to have complaints promptly processed under the investigative process.

Filing a Complaint

A complaint may be filed verbally or in writing. ODE has a prepared form that can be used to file a complaint, available on line at www.ode.uconn.edu under “Discrimination.”

Reports of discrimination and/or discriminatory harassment should be brought to ODE’s attention as soon as possible after the alleged conduct or incident occurs. Prompt reporting enables the University to more effectively investigate the facts, determine if a violation of any policy has occurred, and to recommend a remedy or disciplinary action.

All complaints must include the identity of the Respondent, the approximate date of the incident, a description of the offensive behavior, and must state whether the alleged discrimination is on the basis race, color, ethnicity, religion, age, workplace hazards to reproductive systems, sex (gender, sexual harassment), gender identity, marital status, sexual orientation, genetic information, pregnancy, national origin, physical/mental/learning disability, or any other classification protected by state and federal law.

Complaints should be filed no more than 30 days after the Complainant experiences the allegedly discriminatory conduct. However, Complainants are encouraged to report their discrimination related concerns as soon as possible. On occasion, complaints are received anonymously.

Investigation

Complaints will be considered on the basis of the facts, not on assumptions, suspicions or opinions. Upon notification of a complaint, an ODE Case Manager will be assigned to conduct an investigation into the allegation(s). The Case Manager acts as a neutral, unbiased fact-finder and is neither an advocate nor an adversary with respect to the Complainant, Respondent, witnesses and/or the department(s) involved in the matter. All complaints will be handled with discretion, and the parties involved in a complaint are ensured that the investigation only involves relevant individuals.

At the outset of the investigation, ODE may conclude that the facts provided do not constitute a violation of the policies overseen by ODE and dismiss the complaint or refer it to the appropriate University department(s). The decision will be in writing.
The investigation of a complaint shall include interviews with the Complainant, Respondent and other witnesses, as well as review of any relevant documents or physical evidence. During the interview, the Complainant and Respondent will have an opportunity to provide relevant information and will be asked to provide the names of people who have relevant information. The Case Manager will review relevant document(s) and interview witnesses as deemed necessary and appropriate.

All parties to the complaint may enlist the assistance of their union representative for support throughout the process according to their union's collective bargaining agreement. If a party is not a member of a union, that person may, if they so choose, enlist the assistance of an advocate or legal representative. A union representative, advocate, or legal representative may accompany a party to the complaint to any meetings with ODE.

The investigation shall be completed as promptly as possible and in most cases within 90 to 120 days of the date the complaint was filed. If the investigation cannot be completed within 75 calendar days because of extenuating circumstance(s), the Complainant will be reminded in writing of the right to preserve claims externally.

The investigation into a complaint will result in a written report that includes a statement of the allegation(s), the position of the parties, a summary of the findings of fact, a determination by the Investigator/Case Manager as to whether University policy has been violated, and recommendations for actions to resolve the complaint if appropriate. The report's analysis will include the application of the facts as revealed in the investigation to the standard of review set forth by applicable state and federal law. A copy of the report will be provided to the parties (Complainant and Respondent) and shall be submitted to the University official(s) with authority to implement the action(s) necessary to resolve the complaint. Generally, witnesses are not entitled to a copy of the report.

The Complainant shall be informed of actions taken to resolve the complaint only if they are directly related to him or her, such as a directive that the Respondent not contact the Complainant. The Complainant may generally be notified that the matter has been referred for disciplinary action, but will not be informed by Human Resources and/or Labor Relations of the details of the discipline.

The investigation process will be confidential to the extent permitted by law. ODE will advise all parties of the need for the maintenance of strict confidentiality surrounding the investigation. The parties are asked not to discuss matters related to a pending investigation, including the questions asked and answers provided during an ODE interview.

Temporary Measures

At any point in the complaint process, the Investigator/Case Manager may recommend interim actions to protect parties or witnesses to the investigation, including but not limited to separating the parties, reassignment, alternative work arrangements or other types of temporary measures.
Appeal Process

The Complainant and Respondent have a right to appeal ODE’s decision. The request for appeal should identify the grounds for the appeal, which are limited to a) violations of complaint procedures by ODE or b) additional evidence, which was not available during the investigation.

Appeals must be submitted in writing to the President of the University, in care of the ODE Director, within 14 calendar days after receipt of the ODE’s decision. Decisions not appealed within such time are deemed final.

Filing with External Agencies

In addition to, or in lieu of, the process outlined above, a Complainant may file a complaint(s) with external agencies as follows:

Students (undergraduate or graduate) may file a complaint with the United States Department of Education, Office for Civil Rights. Complaints must be filed within 180 calendar days of the date of the most recent alleged discrimination.

Employees may file complaints with the Connecticut Commission on Human Rights and Opportunities (CHRO) within 180 calendar days of the date of the alleged discrimination; and/or the U. S. Equal Employment Opportunity Commission (EEOC) within 300 calendar days of the alleged discrimination.
University of Connecticut
Discrimination and Discriminatory Harassment Complaint Form
Revised 09/13

Instructions:

Please provide all of the information requested. Be as specific as possible when discussing incidents by including the date(s) the incident(s) occurred, the name(s) of the person(s) involved and the name(s) of those who may have witnessed the incident(s).

To investigate your complaint, it will be necessary to interview you (complainant), the alleged discriminating person(s) (respondent), and any witnesses with direct knowledge of the allegations or defenses.

The Office of Diversity and Equity will notify all persons involved in the investigation that it is confidential and that unauthorized disclosures of information concerning the investigation could result in disciplinary action.

Your complaint is not limited to the space provided. You are encouraged to attach additional materials that may assist in the investigation process. Please note that information provided on this or any other form is not considered an official complaint unless it is signed and dated by you.

Complaints of discrimination may be filed with state and federal civil rights enforcement agencies. See Appendix II of the University of Connecticut's Discrimination and Discriminatory Harassment Complaint Procedures for the Most Commonly Used Civil Rights Enforcement Agencies.

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<td>Resident</td>
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<th>Preferred method of contact:</th>
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<td>Work Phone</td>
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<td>Home Email</td>
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How long have you worked/studied in current position? __________

How long have you worked/studied at UConn? __________

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<th>Supervisor's Name:</th>
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Name of person(s) you believe discriminated against you (relationship information means supervisor, co-worker, faculty, etc., and relationship timeframe is the length of time you have known the person):

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| Relationship:         |

| Length of Relationship: |
Please explain the specific action(s) or situation(s) that resulted in your allegation(s) that you were discriminated against (treated differently from other employees or applicants or harassed) based on your race, color, religion, national origin, sex, age, disability, sexual orientation, etc.

Describe why you believe the incident(s) you described was related to your race, sex, age, etc., as you described above, or why you believe you were retaliated against.

List and describe all documents, e-mails, records, materials and other evidence pertaining to your complaint.

Describe the corrective action you are seeking.

Witnesses (the relationship information requested means supervisor, co-worker, faculty, customer, etc.)

1. Name: ____________________________ Relationship: ____________________________ Telephone: ________________ Email: ____________________________

2. Name: ____________________________ Relationship: ____________________________ Telephone: ________________ Email: ____________________________

3. Name: ____________________________ Relationship: ____________________________ Telephone: ________________ Email: ____________________________

4. Name: ____________________________ Relationship: ____________________________ Telephone: ________________ Email: ____________________________

Acknowledgment

I understand that, regardless of any contact with the Office of Diversity and Equity, I also retain the right to file an external complaint of discrimination or discriminatory harassment with the Connecticut Commission on Human Rights and Opportunities (CHRO), the Equal Employment Opportunity Commission (EEOC) and/or the Office for Civil Rights (OCR). Further, I understand the relevant timeline for filing with these agencies varies from 180 days to 360 days from the date of the alleged discriminatory act and is independent of any internal complaint filed with the Office of Diversity and Equity. See "Most Commonly Used Civil Rights Enforcement Agencies." 

I understand that under state and federal law, as a complainant, I may not be retaliated against, with regard to my prospective or current employment or academic status, for filing a charge of discrimination, participating in an investigation or opposing an unlawful discriminatory practice.

I hereby attest the facts asserted in this complaint are true and accurate to the best of my knowledge and belief and that I have been advised of the other avenues of appeal/redress.

Complainant Signature: ____________________________ Date: ____________

Please forward this form and any evidence pertaining to your complaint to the Office of Diversity and Equity upon completion.

For Storrs and Regional Campuses:
Office of Diversity and Equity
University of Connecticut
241 Glenbrook Road – Unit 4175
Storrs, CT 06269-4175
Telephone: (860) 486-2543
Facsimile: (860) 486-0771
Email – ode@uconn.edu

For the Health Center:
Office of Diversity and Equity
University of Connecticut Health Center
263 Farmington Avenue – Mail Code 5310
Farmington, CT 06030-5310
Telephone: (860) 679-3553
Facsimile: (860) 677-3805
Email – diversity@uchc.edu
**NO VIOLATION**

- Case closed subject to 14-day appeal.
- Recommandations made by ODE.

---

**VIOLATION**

- Within 90 days:
  - ODE completes investigations.
  - ODE provides final decision.
  - Decision includes:
    - ODE's findings.
    - ODE's decisions.

---

**RECOMMENDATIONS**

- ODE prepares a letter, identifying the criteria.
- ODE includes relevant evidence, decision, and procedures.
- ODE makes a recommendation.
- ODE provides ODE with its recommendation.
- ODE provides ODE with its strategy.
- ODE provides ODE with its strategy.

---

**INVESTIGATION**

- ODE's findings:
  - ODE's findings:
  - ODE's findings:
  - ODE's findings:

---

**YES JURISDICTION**

- ODE's findings:
  - ODE's findings:
  - ODE's findings:

---

**SCREENING**

- ODE does not conduct a full investigation.
- ODE does not conduct a full investigation.
- ODE does not conduct a full investigation.

---

**INTAKE**

- University files a complaint.
- University files a complaint.
- University files a complaint.

---

**ODE INVESTIGATIONS: WHAT TO EXPECT**

- ODE investigates the complaints.
- ODE investigates the complaints.
- ODE investigates the complaints.
May 15, 2013

Dear Students and Colleagues,

Thanks to so many in our community, we have been engaged in lively discussions about civility, diversity, tolerance, social justice, and sexual violence over the past year, beginning with our Civility Metanoia last fall.

However, our work on these issues has just begun as these societal challenges are complex and grave. There is no better place to make progress in these areas than a university campus, where we should be able to discuss even the most difficult and emotionally-charged issues with thoughtfulness and respect.

To this end, I have appointed a Task Force on Civility and Campus Culture to explore all matters related to civil behavior and speech at the University. I am grateful to Professors Veronica Makowsky and Carol Polifroni for leading this effort as co-chairs. The task force’s membership and charge are included below this message.

The task force will work intensely beginning in late August, but leaders and members will be considering topics and directions during the summer months as well. If you have any specific topics you would like considered or have any other ideas related to these subjects, please do send those to either co-chair.

I urge you to evaluate our current policies, procedures and approaches very closely, since the task force will be reviewing these as well to find opportunities to enhance or update them. Among the critical resources are the Community Standards page and our Sexual Violence Awareness site, introduced this past January.

Please note the student members of the group will be appointed in August, as we near the beginning of the fall semester.

I expect the task force to present its recommendations to me in December.

Thank you for a wonderful year of discussion and debate; let us join together and continue to ensure this university is a model of civility, openness and peace.

Sincerely,

Susan Herbst

365 MANSFIELD ROAD, UNIT 1048
STORRS, CT 06268-1048
Phone 860.486.2337
Fax 860.486.2827
www.uconn.edu
President's Task Force on Civility and Campus Culture
University of Connecticut
Fall 2013

Membership

Co-Chair: Veronica Makowsky, Professor of English
Co-Chair: Carol Polifroni, Professor of Nursing; Chair, President's Athletic Advisory Committee
Elizabeth Conklin, Associate Vice President for Diversity and Equity/Title IX Coordinator
Fleurette King, Director, Rainbow Center
Edward Courchaine, President, Undergraduate Student Government
Three student members (to be appointed in August)
Deborah Corum, Senior Associate Director of Athletics
Jonathan Plucker, Professor of Education
Francoise Dussart, Professor of Anthropology
Nancy Naples, Professor of Sociology and Women’s Studies
Barbara O’Connor, Chief of Police/Director of Public Safety
James Penders, Head Coach, Baseball
Kathleen Holgerson, Director, Women’s Center
Cathy Cocks, Director of Community Standards
Michael Alfultis, Regional Campus Director
Dana Wilder, Assistant Vice Provost for Academic Affairs & Diversity
President’s Designee: Michael Kirk, Deputy Chief of Staff to the President
Staff: Lillian Bosques

Charge

The President’s Task Force on Civility and Campus Culture is to formulate and present to the president specific recommendations that are both effective and practical, which the University may implement to enhance and support a culture of civility and respect on its campuses.

The task force will promote civil discourse and understanding within our community through developing student leadership, good citizenship, free speech and free expression.

Specifically, the task force will examine and recommend new or expanded programming and avenues of educating and communicating with students regarding the following: effective and courteous ways of exploring and discussing differing opinions in person and electronically, means of supporting civil and respectful discourse, ways to deter and address sexual violence of any kind, harassment, intimidation, bullying, incivility and the stigmatization of individuals or groups of students for any reason.

In addition, the recommendations must be designed to promote problem-solving, positive decision-making, and understanding among UConn’s student population, in partnership with faculty and staff.
The task force is to examine the University's existing efforts when it comes to these issues, what resources are available to aid in prevention and victim assistance, how the University currently educates and communicates with students regarding these subjects and what role substance abuse plays in the above behaviors. The task force will then recommend updated or additional steps the University can take to further raise awareness and address this conduct.

Recommendations must include how these efforts can be integrated into students' academic experience.

The task force must present its report and recommendations to the president on or before December 15, 2013.
Dear Faculty, Staff, and Students:

Welcome back to those of you who have been away, and greetings to the newest members of our community. I worked with so many of you this summer, planning projects and getting prepared for the new academic year, and it has been as gratifying as ever. This is an outstanding university of astounding energy and imagination, and, like you, I could not be more proud to be a Husky.

In addition to our conventional duties and projects, we are devoting particular attention to the vital initiatives that will accelerate our progress as an international university. With so many new leaders and faculty, we are now in an even better position to strengthen our research infrastructure, our pedagogy, and our service to so many communities across this state.

Communication about our success is critically important, and so you will see continued emphasis on it, so that our stakeholders understand the value of their investments in us. I will call on many of you to join me and the new president of the UConn Foundation in our mission to dramatically boost philanthropy, which is such a key part of our future. The university is forever, and what we do here today matters immensely to those who will follow us.

There is one initiative I would like to remind you of: the establishment of the President’s Task Force on Civility and Campus Culture, which began its work this summer. It was created to explore all matters related to civil behavior and speech at the university and to generate “specific recommendations that are both effective and practical, which the university may implement to enhance and support a culture of civility and respect on its campuses.” I am grateful to Professors Veronica Makowsky and Carol Polifroni for leading this effort as co-chairs. You can find this group’s full charge and membership here. Please watch the Daily Digest for news and updates regarding this task force in the weeks ahead.

Again, my thanks to all who have devoted your talents and your energy to UConn, including our fabulous staff, public safety officers, and facilities crews, all of whom are so absolutely essential to this university. Please enjoy this idyllic campus, and be grateful to the people here who – all year round – really make it work.

With best wishes for a successful fall semester,

Susan Herbst
9/30 Civility & Campus Culture Task Force

President’s Task Force on Civility and Campus Culture

Members of the UConn community are invited to make an appointment to address the Task Force Co-Chairs (and as many Task Force Members as can attend) to share views, insights, or suggestions regarding the issue of civility and culture on UConn’s campuses. The task force’s work will largely focus on civility among students. Anyone who wishes to address the task force should contact Lillian Bosques at lillian.bosques@uconn.edu or at 860-486-1572 to make an appointment to meet with the Co-Chairs on:

Monday, September 30, 2013, 1:30 p.m. to 3:00 p.m.

The meetings will take place in the School of Business Room 302.

For more information, contact: Lillian Bosques at 860-486-2337

Other stories from the Daily Digest for Wednesday, September 25, 2013 >>
Presidents Task Force on Civility & Campus Culture

President’s Task Force on Civility and Campus Culture

Members of the student community, graduate and undergraduate, are invited for a town conversation, concerning practical ideas for improving campus culture and civility, with the President’s Task Force on Civility and Campus Culture on Monday, October 14, 2013, 6:00 p.m. to 7:00 p.m. at Laurel Hall Room 101.

For more information, contact: Lillian Bosques at 860-486-2337

Other stories from the Daily Digest for Monday, October 14, 2013 >>
To the University Community,

This week there was much discussion about sexual harassment and assault on our campus. Sexual violence is a national issue that affects every college and university campus, and it is one of grave concern. Protecting students from any act of sexual violence is vitally important to our entire community. We are fortunate that UConn has so many dedicated and talented students, staff, and faculty who are working together to prevent sexual harassment and violence in all its forms. We also know that we must routinely assess and reassess all our efforts to prevent sexual assault, to provide services to victims, and to hold perpetrators accountable.

The university needs to hear from our students about your perspectives and experiences. On Monday, you will receive an invitation from the President’s Task Force on Civility and Campus Culture asking for your feedback on our campus culture and safety when it comes to issues of sexual harassment and violence. The task force has been working aggressively throughout the fall semester to explore and prepare recommendations regarding all matters related to civil behavior and speech at UConn, including all forms of sexual harassment and violence. Student input is an essential part of that process.

I also want to take this moment to again remind all of our students, faculty, and staff that there are numerous on- and off-campus resources available to anyone at UConn who has been impacted by sexual violence. Those university-supported resources are contained on our University Sexual Violence website.

We are listening. And together, we will continue to work to ensure the respect, security, and dignity of all members of our community.

Susan Herbst
Sent on behalf of Professors Carol Polifroni and Veronica Makowsky, Co-Chairs of the President’s Task Force on Civility and Campus Culture

To the University Community,

Last week’s public conversation gives us the opportunity to remind the campus about the President’s Task Force on Civility and Campus Culture, which was formed in August and has been working throughout the fall semester.

The task force's charge is to "formulate and present to the president specific recommendations that are both effective and practical, which the University may implement to enhance and support a culture of civility and respect on its campuses." This includes further strategies to deter and address sexual violence of any kind, harassment, intimidation, bullying, and incivility.

The task force continues to meet regularly and is due to present our recommendations to the president in December. As we have noted from the beginning, the task force welcomes and needs the thoughts and views of all members of the university community, including — and especially — students.

We have invited comments in writing, by appointment, and in a public forum for students, and we continue to welcome student-oriented practical recommendations that will contribute to a positive culture of engaged civility. Please send your suggestions by November 22 to Veronica.Makowsky@uconn.edu or Elizabeth.Polifroni@uconn.edu.

We can join together to ensure we have the civil, stimulating, and engaged university that we all deserve and desire.

Sincerely,

Carol Polifroni and Veronica Makowsky
Task Force Co Chairs
TAB 10
UNIVERSITY OF CONNECTICUT

SELECTED CAMPUS PROGRAMS ADDRESSING SEXUAL ASSAULT, DATING VIOLENCE, SEXUAL HARASSMENT, AND STALKING

Violence Against Women Prevention Program (VAWPP)
Grounded in a social justice and feminist perspective, VAWPP is dedicated to addressing and preventing all forms of sexual violence, intimate partner violence, stalking, and sexual harassment through education, outreach and advocacy. The VAWPP Coordinator is responsible for overseeing the peer education program, coordinating awareness campaigns, and providing advocacy and/or support services for survivors. VAWPP workshops are interactive discussions, facilitated by peers or professional staff, which explore the entire continuum of sexual violence, from media images to criminal behavior. We emphasize a primary prevention approach that engages all stakeholders in the campus community to examine their role in ending violence against women by addressing its root causes in oppression. The students are trained through a one-credit Women, Gender and Sexuality Studies course sequence, WGSS 3271 & 3272.

VAWPP Education Collaborations

- **Orientation**
  During Summer Orientation, including the sessions for transfer students, all first year students attend an educational session addressing sexual assault on campus, specifically the University’s definition of consent and bystander empowerment. This session is also provided to International students and Study Abroad participants during their Orientation. Additional sessions are provided to student athletes as part of their Summer course and students at the Avery Point campus during their Summer Orientation.

- **First Year Experience**
  We have developed a menu of workshop offerings with the broad goals of ALL of these workshops being:
   - To engage students in critical conversations about power and victimization across the continuum of sexual violence from sexist attitudes to assault.
   - To empower students to take an active role in the changing the cultural norms that support sexual victimization
   - To provide students with basic information about support and crisis intervention resources on and off campus

Workshops are 45 - 50 minutes in length, and usually involve brief film clips, interactive exercises, and discussion.
WORKSHOP OFFERINGS INCLUDE:

1. **Power and Relationships**: We invite students to examine the role of power in relationships and provide them with tools for assessing the health of their own connections. Through interactive, small group exercises, students are challenged to deliberate about the location of "everyday" experiences on the UConn campus along the continuum of violence.

2. **Living in the Dreamworld**: Music videos, magazines, newspapers, television - we all consume these images every day. This workshop invites students to critically examine what those sources are telling us about our own sexuality and the ways in which we view men and women. This session focuses on media literacy and utilizes the Media Education Foundation film *Dreamworlds 3*, released in 2007.

3. **The War Zone**: This workshop engages students in an exploration of everyday behaviors that may constitute sexual harassment. Filmmaker Maggie Hadleigh-West takes us through the War Zone as she documents harassment she encounters on the streets of major cities. Facilitated discussion focuses on the climate on college campuses, and students' experiences of harassment. We also provide information about recent research on campus climate and sexual harassment as well as campus resources for support and response.

4. **Tough Gnise**: What does it mean to be a man? This film, narrated by Jackson Katz, explores the cultural ideals of masculinity and its connection with various forms of men's violence. Discussion will focus on the ways that men and women can work together to prevent interpersonal violence.

5. **Sexual Consent**: This workshop addresses gender communication and explores common myths associated with rape. Students will have the opportunity to work through their own understanding of consent in light of the UConn definition. Participants will also be encouraged to reflect on how they are contributing to an environment where people feel free and safe to say yes and no in a way that is respected and protected.

6. **Bringing in the Bystander**: VAWPP Peer educators use a nationally recognized bystander intervention model, “Bringing in the Bystander” developed at the University of New Hampshire, to educate the UConn community on bystander responsibility and establish a community of responsibility. Participants will build their intervention skills and be able to more effectively intervene in times of crisis.

- **In-class Guest Lectures and Peer Education Workshops**
  Staff of the Women’s Center and VAWPP Peer Educators present to a number of classes and groups on campus and in the community on issues of gender, diversity, violence against women, and sexual harassment. Examples of the audiences include First Year Experience mentors and courses in Sociology, HDFS, Nutritional Science, and Women, Gender, and Sexuality Studies.

- **Men’s Project**
  An eleven-week training for men that focuses on topics relating to gender socialization, masculinities, privilege and gender violence prevention. Our goal is to
train men who will then positively influence their peers by challenging other men to examine their own socialization, and to prevent things like sexual assault and domestic violence.

- **Greeks Against Sexual Assault**
  This is a newly established program in collaboration with the Office of Fraternity and Sorority Life. This seven week program brings together 20 - 25 participants from the Greek Community to engage in discussions and activities to critically analyze what it means to be a woman or a man in a sorority or fraternity community. The goal of the program is to leave participants empowered to make a change in their sphere of influence to shape their environments for the better. The Women’s Center served as the placement site for the interns who co-facilitated the program.

- **Division of Student Affairs Student Employee Mandatory Sexual Harassment Training**
  All student employees in the Division are required to attend sexual harassment prevention and education sessions. These sessions are conducted primarily by Women’s Center staff and are tailored by department, except for the case of extremely large cohorts such as Residential Life and Student Health Services.

- **Sexual Harassment Prevention and Education Workshops**
  Women’s Center staff provide sessions as requested to specific departments, campus groups, and student organizations. Examples of past audiences include new Teaching Assistants and Chemistry Department Graduate Student Orientation.

- **Resident Assistant Training**
  RAs participate in training sessions on the dynamics of sexual assault, dating violence, and sexual harassment, and how to make appropriate referrals. Professional staff also participate in yearly in-services and trainings that further explore the role of the Residential Life in responding to these incidents.

- **Programs with Athletes**
  We make available educational sessions on sexual assault, dating violence, and sexual harassment to all of the athletic teams, and for several years have presented on these topics during the Summer Orientation program for student athletes, coordinated by CPIA. We have also collaborated on guest lectures for athletes and the coaching staff by presenters such as Don McPherson.

- **Undergraduate Student Government**
  All new USG senators are required, by organizational policy, to undergo a session on sexual harassment prevention and education as part of their orientation.

- **Brochures**
  Informational pamphlets on sexual assault, sexual harassment, dating violence, and a guide for UCmnn families are distributed throughout the campus community.
- **Domestic Violence Awareness Month**
  Activities at UConn include the Clothesline Project (http://www.clotheslineproject.org/) and the Red Flag Campaign (http://www.theredflagcampaign.org/).

- **Sexual Assault Awareness Month**
  April is National Sexual Assault Awareness Month, and events sponsored by the Violence Against Women Prevention Program this year included: Project Unbreakable and Take Back the Night, an annual rally that includes guest speakers and performances and a candlelight campus march, followed by a survivor speak out session.

**Other On-Campus Education**

- **State-Mandated Diversity and Sexual Harassment Training**
  The Office of Diversity and Equity, in collaboration with the cultural centers, delivers the state mandated 3 hours of diversity training and 2 hours of sexual harassment prevention education for all permanent University employees. While the state statute requires only supervisors attend sexual harassment prevention training, in recognition of its obligations as an institute of higher education under Title IX, the University has extended this training to all permanent University employees, including non-supervisory employees.

  Sexual Harassment and Assault Training additionally is provided to new employees through New Employee Orientation and topics of discrimination, harassment and assault routinely are included in the Office of Audit Compliance and Ethics (OACE) annual employee training. During the spring semester of 2012, this included mandatory training for all permanent employees on the then-newly approved Sexual Assault Response Policy.

- **Sexual Harassment Training**
  The University of Connecticut’s Education and Training Team of the Office of Diversity and Equity offers education and training services to all members of the University, and sessions can be tailored to meet the needs of specific participants or groups. Our workshops are designed to be helpful to audience members and to provide ample opportunity for participation, including discussion and questions.

- **Sexual Violence Awareness Website**
  The purpose of this website (http://sexualviolence.uconn.edu/) is to provide awareness, resources, and education for students, employees, parents, and visitors concerning sexual violence - what it is; what to do if it happens; where to go for support; and much more.

- **Community Standards Hearing Officer Training**
The University's administrative hearing officers participate in training sessions on the dynamics of sexual assault.

Police
Sworn officers are State employees and graduates of the Connecticut Police Officer Standards and Training Academy. In addition, officers undergo periodic in-service training, well above the minimum requirements mandated by Connecticut statutes, to maintain and improve their skills as police officers. This training includes:

1. Investigation of Sex Crimes for Campus Police and Public Safety Agencies, 2013
2. Sexual Assault Training with the Women Center, 2012
3. Rape Aggression Defense for Women, 2012
5. Rape Aggression Defense for Men, 2013
6. Dr. David Lisak Training, Cheshire CT, 2013
7. ODE Hosted Webinar - Sexual Assault Policies Under Scrutiny, 2013
8. Sexual Assault Violence Prevention Conference, 2013

Police Prevention Programs
Police Officers also teach sexual assault prevention programs to men and women students, throughout the year. These programs cover topics such as sexual assault prevention and intervention, personal safety, and bystander programming.

Women's Center Advocacy
- Full-time Women's Center staff provide support to students, staff, and faculty who are primary or secondary survivors of sexual assault, intimate partner violence, stalking, and/or sexual harassment. Individual advocacy services can include accompanying a survivor through the complaint/hearing process and/or assistance with navigating other resources as requested. The advocacy mission of the Women's Center is directly tied to our educational and support service activities. On an institutional level, our efforts are directed across the campus and the administrative structure. This includes programming related to recruitment and retention.

Women's Center Support Services
- Crisis intervention
  Short-term individual support is available to anyone experiencing issues related to sexual harassment, sexual assault, relationship violence, or discrimination.

- Information and referrals
  The Center has access to information about legal, medical, counseling, childcare, and other social service and feminist resources.
• **Stronger**
The Women’s Center hosts this group which is co-facilitated by Counseling and Mental Health Services and the Sexual Assault Crisis Center of Eastern Connecticut for survivors of sexual assault and relationship violence.

**Other On and Off Campus Support Services**

- **Community Standards**
  Community Standards is responsible for managing Responsibilities of Community Life: The Student Code. Staff will work with students who want more information about the student conduct process or who would like to submit a complaint regarding a sexual assault. The Student Code applies to University of Connecticut students whether on or off campus, and Community Standards can work with a student regarding his/her options in participating in the student conduct process.

- **Department of Residential Life**
  Department of Residential Life staff are knowledgeable about campus services and can help survivors get assistance. The campus student conduct process or changes in housing can be expedited by staff.

- **Office of Student Services and Advocacy**
  The Office of Student Services and Advocacy assists survivors with academic and personal concerns that arise after an assault. Counseling, support and referrals are also provided to students who need various kinds of academic or personal help resulting from an assault.

- **Counseling and Mental Health Services**
  Counseling and Mental Health Services provides both immediate crisis intervention and longer term therapy to recent or past survivors of sexual violence. Students are seen either individually or in a group with others who have experienced similar trauma. Therapists can be accessed by appointment, walk-in, or after-hours emergency.

- **Student Health Services/Women’s Health**
  Student Health Services and the Office of Women's Health provide crisis and follow-up care for victims of sexual assault and violence. This office offers free medical examinations, medications, STD testing and crisis counseling and will assist in arranging referral services for evidence collection.

- **University Police**
  The University of Connecticut Police Department is responsible for all criminal investigations and apprehensions on University owned or controlled property. In cases of sexual assault, the police investigate the crime with a victim centered approach. If the victim requests a female officer, every effort will be made to assign one. However, UConn police have recently implemented a Sexual Assault Response Team. The officers assigned to this team have received specialized training in
investigating sexual assaults on colleges and universities campuses as well as understanding the victim trauma related to sexual assaults. Regardless of whether charges are filed, the police are available to answer questions about the legal process and legal options regarding an incident.

- **Office of Diversity and Equity (ODE)**
  ODE is the University's neutral investigatory office charged with investigating and resolving internal complaints of discrimination and discriminatory harassment (including sexual harassment) by individuals who are injured by the discriminatory behavior of a University employee or University vendor.

- **Title IX Coordinator**
  The Title IX Coordinator is charged with monitoring compliance with Title IX (which is a federal law that prohibits discrimination based on sex in educational programs and activities), and ensuring that reports of sex discrimination, sexual harassment and sexual violence are investigated and addressed by the University.

- **Sexual Assault Crisis Center of Eastern Connecticut (SACCEC)**
  The Sexual Assault Crisis Center of Eastern Connecticut is a private, non-profit agency offering free and confidential, comprehensive services to victims of sexual assault and abuse. SACCEC is a member center of the Connecticut Sexual Assault Crisis Services (CONNSACS), the statewide coalition of sexual assault crisis agencies. SACCEC offers: hotline services 24 hours a day, 7 days a week; 24-hour crisis counseling; information & referral; advocacy for children and non-abusing parent; short-term counseling for victims and their family and/or friends; support groups; community education programs dealing with sexual assault issues; community prevention programs dealing with safety concerns; and more.

- **United Services, Inc. Domestic Violence Program**
  United Services, Inc.'s Domestic Violence Program provides support, advocacy, referral and counseling for victims of domestic violence and their children. The confidential hotlines are available for crisis intervention 24 hours a day, seven days a week. Emergency shelter and referrals are also available for families who need a safe place in a crisis.

UConn was a recipient of the Department of Justice’s Grants to Combat Crimes of Violence Against Women on Campus program during both the first round of funding (FY ’99), and again in FY ’01 and FY’09.

The following projects were instituted during FY 99:
- Established the Community Response Team (CRT);
- Developed an RA Specialty Track, a program in which RA’s receive additional training in the dynamics of violence against women to serve as an additional resource for other RA’s;
- Developed the Men Against Violence Against Women (MAVAW) peer education program; and
• Sponsored a Sexual Assault Nurse Examiners Training for nurses at Student Health Services and emergency rooms throughout the state.

The following projects were instituted during the FY ’01 - ’03 funding cycle:
• Maintained the CRT;
• Expanded the MAVAW program to include sessions on dating violence and stalking;
• Developed a cross training between members of the CRT and the staffs of the Cultural Centers to ensure survivors receive appropriate and culturally competent services;
• Developed training for Women’s Studies faculty on the dynamics of sexual assault, dating violence, and sexual harassment and how to make appropriate referrals;
• Established a Volunteer Campus Advocates Program in which volunteers from the University community would respond to provide survivors with information about available services during the times in which CRT members were not available; and
• Purchased equipment for Student Health Services to enhance their ability to conduct Sexual Assault Evidence Collections.

The following projects were instituted during the FY ’09 - ’12 funding cycle:
• A training conference followed by a series of three webinars focusing on best practices for community response team members;
• A one day institute for judicial officers focusing on Title IX compliance, conducting investigations, and cultural competency;
• A one day training for campus law enforcement;
• Establishment of a coalition-wide website that serves as a clearinghouse for related resources and curricula developed;
• Campus Report Card 2012 – a comprehensive assessment of current practices at each school in accordance with DOJ minimum standards; and
• Development of a resource guide entitled, Implementing Violence Against Women Prevention and Education Programs on College Campuses.
What is Sexual Assault, Intimate Partner Violence & Sexual Misconduct?

What is sexual assault or rape?

Sexual assault is defined as rape or unwanted physical contact with the intimate parts of a person's body for purposes of sexual gratification, humiliation or degradation. The "intimate parts of a person's body" means the genital area or any substance emitted therefrom, groin, anus or any substance emitted therefrom, inner thighs, buttocks or breasts. Rape is a type of sexual assault that involves sexual intercourse which is initiated by one or more persons against another person without that person's consent. Sexual intercourse means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of gender. Penetration, however slight, is sufficient to complete intercourse or fellatio and does not require the emission of semen. Penetration may also be committed by an object manipulated by the perpetrator into the genital or anal opening of the victim's body.

The University defines "consent" to physical contact as an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent. If any of the following are present, consent cannot be given:

- Incapacitation. This means a state where someone cannot make rational, reasonable decisions because he or she lacks the capacity to give knowing consent. States of incapacitation include unconsciousness, blackout, sleep, and/or involuntary physical restraint. A person can also be considered incapacitated due to a mental disability. Where alcohol or drugs are involved, one does not have to be intoxicated or drunk to be considered incapacitated. Rather, incapacitation is determined by how the alcohol/drugs consumed impacts a person's decision-making capacity, awareness of consequences, and ability to make informed judgments. The question is whether the accused person knew, or should have known, that the other person was incapacitated. Alcohol related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. Evidence of incapacity may be detected from context clues, such as: slurred speech, bloodshot eyes, the smell of alcohol on their breath, shaky equilibrium, vomiting, unusual behavior, and/or unconsciousness. Because incapacitation may be difficult to discern, students and employees are strongly encouraged to err on the side of caution. When in doubt, assume that another person is incapacitated and, therefore, unable to give consent to sexual activity.
- Force. Force includes the use of physical violence and/or imposing on someone physically to gain sexual access, as well as threats, intimidation (implied threats), and/or coercion that overcomes resistance.
- Coercion. This means unreasonable pressure for sexual activity. Coercion is the use of emotional manipulation to persuade someone to do something they may not want to do.

Also, the ages of the individuals participating in the sexual activity may effect whether the activity is considered consensual under the law.
What is intimate partner violence?

Intimate partner violence is 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, stalking, or domestic violence under Connecticut law. Relationship violence is a pattern of behavior in an intimate relationship that used to establish power and control over another person through fear and intimidation. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical. Examples of relationship violence include, but is not limited to: slapping, pulling hair, punching, damaging one’s property, driving recklessly to scare someone, name calling, humiliating one in public, harassment directed toward a current or former partner or spouse, threats of abuse such as threatening to hit, harm, or use a weapon on another (whether on the victim or acquaintance, friend, or family member of the victim), or other forms of verbal threats.

What is sexual misconduct?

The University prohibits sexual misconduct, which includes, but is not limited to, the threat of or actual sexual assault, unwelcome sexual contact and/or sexual harassment. Sexual misconduct may vary in its severity and consist of a range of behaviors or attempted behaviors including, but not limited to the following examples:

- Non-consensual sexual contact (or attempt to commit) is any intentional sexual touching with any object(s) or body part that is without consent and/or by force.
- Non-consensual sexual intercourse (or attempt to commit) is penetration of a bodily orifice with any object(s) or body part that is without consent and/or by force.
- Sexual exploitation occurs when a person takes advantage of another without that individual’s consent for the initiator’s own advantage or benefit or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to:
  - Sexual exhibitionism
  - Prostituting or soliciting another person
  - Non-consensual video, photographing, or audio-recording of a sexual nature and/or distribution of these materials via mediums such as the Internet
  - Exceeding the boundaries of consent (e.g., allowing people to watch consensual sex without the knowledge of the participants)
  - Peeping or other voyeurism
  - Knowingly transmitting a sexually transmitted infection or HIV to another individual
  - Sexually-based stalking and/or bullying may also be forms of sexual exploitation
- Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical behavior of a sexual nature whereby (a) submission to these actions is made either explicitly or implicitly a term or condition of an individual’s employment, performance appraisal, or evaluation of academic performance; (b) submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions, or any other decisions affecting the individual’s ability to work or study; or (c) these actions have the effect of interfering with an individual’s performance or creating an intimidating, hostile, or offensive learning or work environment. Examples of sexual harassment include, but are not limited to:
  - Unwelcome sexual advances
  - Requests or attempts to extort sexual favors
  - Sexual violence, including sexual assault
  - Inappropriate touching or suggestive comments
  - Public display of pornographic or suggestive calendars, posters, or signs
  - Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sex-stereotyping and which may include physical aggression, intimidation or hostility

To review the University’s policy pertaining to sexual assault, sexual misconduct and sexual harassment that governs student conduct, please see The Student Code. Questions regarding The Student Code should be directed to Cathy Cocks, Cinnamon Adams, or Kim Hill from the Office of Community Standards. Community Standards is located in the Wilbur Cross Building, room 301 (233 Glenbrook Road, Unit 4119, Storrs, CT 06269) and can be reached by calling 860-486-8402 or via email at community@uconn.edu.

To review the University’s policies governing employee conduct, please see The Code of Conduct, the Sexual Assault Response Policy, and the Child Abuse and Neglect Reporting Policy. Questions regarding these policies should be directed to the Title IX Coordinator, Elizabeth Conklin, or the Office of Diversity and Equity (Nicholas Yorio or Nancy Myers). The Title IX Coordinator and ODE are located in Wood Hall (241 Glenbrook Road, Unit 4175, Storrs, CT 06269) and can be reached by calling 860-486-2943 or via email elizabeth.conklin@uconn.edu or ode@uconn.edu.

The University will discipline those having been found to have violated these policies. The conduct at issue may also be punishable under the State of Connecticut criminal statutes, which includes a separate and distinct process from the applicable University

http://sexualviolence.uconn.edu/sexualassault/assault.html

11/8/2013
processes. However, these processes can run concurrently. The criminal sexual assault laws are located in Conn. Gen. Stat. §53a-65 through §53a-73a.
Myths About Sexual Assault

Myth: Rape happens only to certain types of women.

Any person of any age, race, class, religion, occupation, physical ability, sexual identity, or appearance can be raped. Almost one out of every five undergraduate women experience attempted or completed sexual assault while in college. Also, men can be raped. Approximately 6.1% of males reported being victims of completed or attempted sexual assault during college.

Myth: Most sexual assaults occur as spontaneous acts in dark alleys and are committed by strangers.

Close to 80% of all sexual assaults are committed by someone the survivor knew. This can range from someone known to the survivor only by sight, to individuals with whom they are very close: a best friend, a lover, or spouse. Even adolescent or adult male survivors are primarily assaulted by acquaintances' usually other men, but sometimes women as well. Also, statistics show that 50% of sexual assaults occur in or around a survivor’s home and 50% of the assaults occur during the day.

Myth: Women give mixed messages because they don’t want to admit that they really want to have sex. They just need to be convinced to relax and enjoy themselves.

Rape is a crime for which the perpetrator has responsibility. By understanding that rape is rape, regardless of the relationship between the parties, and regardless of the behavior of the victim, the focus will stay on the perpetrator’s behavior, not the victim’s. It’s important to note that coercion is unreasonable pressure for sexual activity. Coercion is the use of emotional manipulation to persuade someone to do something they may not want to do such as being sexual or performing certain sexual acts. Being coerced into having sex or performing sexual acts is not consenting to having sex and is considered sexual misconduct.

Myth: A rapist is easy to spot in a crowd.

There is nothing about rapists’ appearances that distinguishes them from others. Rapists come from all races, ethnic or socioeconomic groups. They can be large, small, able-bodied, married or single, or a person with a disability.

Myth: Men can’t be sexually assaulted.

Somewhere between one in six and one in ten males are sexually assaulted. As with female survivors, male survivors can be supported best by talking about the issue in an inclusive way, avoiding the presumption that all survivors are female, and assuming that all male "perps" are gay.

http://sexualviolence.uconn.edu/sexualassault/myths.html
Sexual Violence Awareness > University of Connecticut

Myth: Women lie about rape as an act of revenge or guilt.

A judge of the New York State Supreme Court has said, “False rape charges are not frequently made; only about 2% of all rape and related sex charges are determined to be false—the same as other felonies.” FBI statistics support this as well. This is the same rate of false reporting as other major crime reports.

Myth: Someone who was drinking, drunk or used drugs when sexually assaulted is at least partially to blame.

Sexual assault survivors are never responsible for the attack, no matter how much alcohol or drugs were consumed. Responsibility lies with the perpetrator; the survivor is never responsible for the assailant’s behavior. Alcohol and drugs may increase the risk of being targeted for sexual assault, and may make someone incapable of giving consent or protecting themselves, but it is not the cause of the assault. For sex to be legal, both parties must be of age and consenting. Both parties must be able to mentally, emotionally, physically, and verbally choose to engage in the sexual activity. Vulnerable behaviors do not excuse the criminal behaviors of another person.

Myth: Persons who dress or act in a "sexy" way or dance seductively are asking to be sexually assaulted.

No one ever asks to be raped. The sexual appearance and/or seductive behaviors of a person DO NOT equal consent. Many convicted sexual assailants are unable to remember what their victims looked like or were wearing. Nothing a person does or does not do causes a brutal crime like sexual assault. People believe this myth so that they do not have to admit that they, too, could become a victim. The thought process being, “I do not dress sexy, so I will never be raped.” The fact is that a woman has the right to dress in any way she chooses. Her choice of clothing in NO WAY grants permission or invites rape. This thought process can also be applied to other myths, such as “She was raped because of the places she goes, the people she hangs out with, or the amount of makeup that she wears.” No victim has ever asked to be raped. It is important to remember that rape is the responsibility of the rapist, not the victim.

Myth: Sexual assault is provoked by the victim’s actions or behaviors.

Sexual assault is NEVER the victim’s fault. Sexual assault is a violent attack on an individual, not a spontaneous crime of sexual passion. For a victim, it is a humiliating and degrading act. No one “asks” for or deserves this type of attack.

Myth: Sexual assault is a crime of passion and lust.

Sexual assault is a crime of violence. The assailants seek to dominate, humiliate and punish their victims.

Myth: You cannot be assaulted against your will.

Assailants overpower their victims with the threat of violence or with actual violence. Especially in cases of acquaintance rape or incest, an assailant often uses the victim’s trust in him/her to isolate the victim.

Myth: A person who has really been assaulted will be hysterical after the assault.

Survivors exhibit a spectrum of emotional responses to assault: calm, hysteria, laughter, anger, apathy, shock. Each survivor copes with the trauma of the assault in a different way.

Myth: Only young, pretty women are sexually assaulted.

Survivors range in age from infancy to old age, and their appearance is seldom a consideration. Assailants often choose victims who seem most vulnerable to attack: old persons, children, physically or emotionally disabled persons, substance abusers, and street persons. Men are also attacked.

Myth: Rape requires the use of a weapon.

This is false. According to the U.S. Department of Justice, 80% of rape and sexual assault incidents do not involve a weapon.

Myth: It is impossible to rape a spouse or significant other.

Just because someone has consented to have sex with a spouse or partner once, twice, or a hundred times before does not mean that he or she has consented to all future sex with that person.

Sexual Violence Awareness > University of Connecticut

**Myth:** If a man has forced sex with a woman on a date, it is not legally considered rape.

Sex without consent is legally defined as rape. Dating does not give a person the right to force his/her sexual desires onto another person. A woman may choose to go out on a blind date, go to a man's house/apartment for dinner, or enter into a long-term relationship with a person (including marriage); however, none of these situations allow a man to demand or force sex. One additional point, a woman may have had other sexual experiences or may have previously had sex with a man whom she is dating, but every experience is different and saying yes on one date does not mean that you need to say yes on every date. "No" means "No" and any form of force equals rape.

**Myth:** Rape is an impulsive, uncontrollable act of sexual gratification.

This myth is sustained by those who argue that most rapes are spontaneous, that is, a sexually frustrated person sees an attractive individual and just can't control himself/herself. In fact, the majority of rapes are planned rather than being spontaneous. The rapist does not choose the victim because he/she is young, pretty, or provocatively dressed; the assailant chooses the victim who is vulnerable. The assailant may select a victim who is smaller or weaker than he/she is, who is alone, who is handicapped in some way, or who does not suspect what is about to happen. All evidence indicates that rape is a brutal act of violence and a display of power, rather than an act of passion or sexual gratification.

**Myth:** People who commit sexual assaults are mentally ill, abnormal perverts.

Sexual offenders come from all educational, occupational, racial and cultural backgrounds. They are "ordinary" and "normal" individuals who sexually assault victims to assert power and control over them and inflict violence, humiliation and degradation.

**Myth:** Victims who do not fight back have not been sexually assaulted.

Anytime someone is forced to have sex against their will, they have been sexually assaulted, regardless of whether or not they fought back. There are many reasons why a victim might not physically fight their attacker including shock, fear, threats or the size and strength of the attacker.

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Sources: University of Virginia; Stanford University; Connecticut Sexual Assault Crisis Services, Inc.; Christopher P. Krebs, et al., Th e Campus Sexual Assaults (CSA) Study: Final Report, published by the U.S. Department of Justice, National Institute of Justice (October 2007); U.S. Department of Justice, 2005 National Crime Victimization Study, 2005

University of Connecticut

What is Relationship Violence?

Relationship violence (also known as Intimate Partner Violence (IPV), dating or domestic violence) is 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, stalking, or domestic violence under Connecticut law. Relationship violence can happen to anyone regardless of gender, age, race, ethnicity, sexual orientation, and religion. It can happen between heterosexual and same-sex married couples, dating couples, or ex-partners. Relationship violence is not about love. It is about maintaining control and power.

In relationships is much too common—it affects at least one quarter of all relationships: between men and women and same sex couples alike. However, in heterosexual relationships, men comprise the overwhelming majority of perpetrators and women the majority of victims. For this reason, in this section, we will refer to abusers as "he" and victims as "she," although we do not intend to slight victims of any gender. The information provided here is designed to empower victims, as well as their friends and family members, in making decisions about their lives, in breaking free of an abusive relationship, and finding the support they need to get to a place of healing and personal empowerment.

Examples of relationship violence include, but are not limited to:

- Unwanted control of finances, including taking wages or putting the partner “on an allowance.”
- Insisting on knowing the partner’s whereabouts at all times.
- Intimidation through words, threats, or acts of violence; threatened or completed violence towards a partner’s body, possessions, pets, or children.
- Unwanted isolation from family and friends.
- Name-calling, taunts, constant criticism or put-downs; ridiculing of religious faith or using religion as a means of control.

Power and Control

As described earlier, relationship violence is rooted in power and control. If you look at the wheel below, you can see how most aspects of abuse are not physical, but are emotional, sexual, and even economic. Physical violence, which is in the rim of the wheel, is the force that is used to keep someone under control when the behaviors inside the spokes do not work.

These behaviors may vary for married couples with children, dating couples, or same-sex couples. As you may notice, there are many ways that one person can exert power and control over a partner. Victims of abuse are constantly in a state of tension or "second-guessing" the abuser to anticipate what might make him/her angry. They often talk about "walking on eggshells" in fear that something will trigger an increase in violence. And yet, most abuse victims describe the emotional abuse as being far worse than the physical violence, largely because they begin to feel "crazy" or like they are losing their minds. Because they become isolated from their family and friends, their only reality check is the abuser. Thus, reality becomes distorted. This is why it's so important to stay in touch with anyone you may know who is in an abusive relationship; the more isolated they become from their support system, the more dangerous their situation becomes.

http://sexualviolence.uconn.edu/violence/violence01.html
Helping a Victim of Relationship Violence

If someone you know is a victim of relationship abuse, here are ways you can help:

- Avoid shaming the victim. Remember that your friend or family member did not ask to be abused and it may be difficult to
  out of a relationship due to finances, children, dependency issues, and/or lack of a support system.
- Develop a safety plan with the victim.
- Listen to the victim and let him/her know that you are there to support him/her.
- Provide University resources and off-campus resources. Explain to the victim what his/her options are without making decisions
  for the victim or pushing him/her to make a decision. When the victim is ready, he/she will make the choice to leave.

* Sources: Iowa State University & University of Virginia

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http://sexualviolence.uconn.edu/violence/violence01.html
Are You in an Abusive Relationship?

Domestic violence and abuse can happen to anyone, yet the problem is often overlooked, especially when the abuse is psychological, rather than physical. Abusers use fear, guilt, shame, and intimidation to wear their partner down and keep the partner under his or her control. The abuser may also threaten his or her partner, hurt the partner, or hurt those around the partner. Noticing and acknowledging the signs of an abusive relationship is the first step to ending it. If you recognize yourself or someone you know with the following warning signs and descriptions of abuse, seek help because no one should live in fear of the person they love.

Are You in an Abusive Relationship?

As you look over the following questions, think about how you are being treated and how you treat your partner. Remember, when one person scares, hurts or continually puts down the other person, it is abuse.

Does your partner...

- Embarrass or make fun of you in front of your friends or family?
- Put down your accomplishments or goals and/or constantly criticize you and your abilities as a partner, girlfriend/boyfriend, spouse, employee, or student?
- Call you names?
- Make you feel like you are unable to make decisions?
- Use intimidation or threats to gain compliance (including threatening to harm you, your children, your pets, your family members or your friends)?
- Destroy personal property, hit walls, and/or throw things to try to scare you?
- Tell you that you are nothing without them?
- Treat you roughly - grab, push, pinch, shove or hit you?
- Call you several times a night, constantly text you, or show up to make sure you are where you said you would be?
- Isolate you from your friends or family?
- Use drugs or alcohol as an excuse for saying hurtful things or abusing you?
- Blame you for how they feel or act?
- Pressure you to do sexual acts that you do not want to perform or have sex when you do not want to?
- Act jealous of other people in your life?
- Accuse you of cheating or sleeping around?
- Threaten to commit suicide if you leave?

Do You...

- Sometimes feel scared of how your partner will act?
- Constantly make excuses to other people for your partner's behavior?
- Believe that you can help your partner change if only you change something about yourself?
- Try not to do anything that would cause conflict or make your partner angry?
- Feel like no matter what you do, your partner is never happy with you?
- Always do what your partner wants you to do instead of what you want?
- Stay with your partner because you are afraid of what your partner would do if you broke up?
If you answered "yes" to any of these questions, you may be at risk for abuse and help is available. You are not to blame and you are not alone. You can find help and support by calling 1-888-774-2900 (Connecticut Domestic Violence Hotline), 1-888-999-5545 (Connecticut Sexual Assault Hotline – English), 1-888-568-8332 (Connecticut Sexual Assault Hotline – Spanish), and/or the resources provided on this website.

* Sources: Connecticut Coalition Against Domestic Violence & National Coalition Against Domestic Violence
If You are Being Stalked

Stalking occurs when a person, with the intent to cause another person to fear for his/her physical safety, willfully and repeatedly follows or lies in wait for such other person and causes such other person to reasonably fear for his/her physical safety. In other words, a person engages in a pattern of following you or lying in wait that causes you to believe that the offender will cause physical harm or mental distress to you. Plain and simple, stalking is unwanted pursuit, and is a crime in Connecticut and a violation of University policies.

The following are good indicators of stalking behavior:

- Persistent phone calls despite being told not to contact you in any form.
- Waiting at your workplace, residence hall, or in your neighborhood. Coincidentally showing up at the same places as you.
- Surveillance/following/pursuit.
- Sending persistent unwanted written messages.
- Sending gifts (romantic, bizarre, sinister, or perverted).
- Making threats.

Stalking can happen to anyone regardless of sex, age, race, ethnicity, strength, sexual orientation, size, religion, and ability. It can happen between ex-partners, friends, family, acquaintances, or strangers. Stalking is an insidious crime because it can make a victim feel completely "crazy." You can begin to help yourself by filling out the tracking form. It serves as a good reality check, and makes the people who work, study, and live with you aware as well.

If you are being stalked, consider the following:

- If you are in immediate danger, call 911.
• Communicate to your stalker that you do not appreciate the attention and you want it to stop. Only do this once. Multiple interactions with the stalker will give them hope and reinforce their behavior.
• Keep a stalking log that includes incidents, behaviors, gifts, or sightings involving the stalker. Documenting as much as you can will help if you decide to file a police report or request a restraining order. Ask your family, friends, co-workers, roommates, and/or neighbors to keep a log as well.
• Trust your instincts and take threats seriously.
• Stalking behavior can escalate over time.
• You deserve to feel safe.
• Tell your co-workers, neighbors, roommates, friends, family, and anyone you interact with to not share your information or whereabouts with anyone without your permission.
• Be safe with your technology. Stalkers can locate you through your phone or computer's GPS technology. For more information, visit The Use of Technology to Stalk.

Taking Care of Yourself

Develop a support system through friends, family, and colleagues, and/or join a support group. Emotional support is critical during this time and afterward because you may experience rage, terror, suspicion, an inability to trust anyone, depression, changes in sleeping or eating patterns, exhaustion, and/or frequent crying spells. This is a result of the tension caused by relentless victimization. Talking to someone other than a friend or family member who is trained to work with victims may also help alleviate the impact of this trauma on your life.

Helping Someone Who is a Victim of Stalking

If you know someone who is a victim of stalking, here are some ways you can help:

• Validate that person’s fears and concerns. Stalking is a serious crime and should not be taken lightly.
• Do not give out that person’s information to anyone without his/her permission. Even if the person seeking that information sounds like a nice person or is convincing you that he/she needs that information, do not provide it because you could be helping the stalker locate the victim.
• Document anything you see or hear that relates to the victim and stalker. Witnesses play an important role if the victim decides to obtain a restraining order or file a police report.
• Encourage the victim to use the resources available to him/her.

* Sources: University of Virginia & The National Center for Victims of Crime Stalking Resource Center

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http://sexualviolence.uconn.edu/stalk/stalk01.html

11/8/2013
Stalking: Safety and Resistance

Here are some strategies that might help you fight back and regain some control of your life:

- Notify the stalker to stop: Your attorney or you can send a registered letter to the stalker stating that he/she must stop the behavior immediately.
- Notify law enforcement and the State’s Attorney. Request that law enforcement agencies log your complaint each time you call whether they respond or not. Request a copy of the report.
- Obtain a Protective Order or Restraining Order. You will need to go to court to obtain this. While the stalker may not respect the order, the police are required to make an arrest if the order is violated.
- Document everything. Record any information that you or any witnesses can provide. Use the Tracking Form to record any or all details.
- Tell everyone about your stalker. Give friends, neighbors, coworkers and family members a description of the stalker. Ask them to watch for him/her, document everything listed above and give you a written account for your records.
- Take pictures. When you see the stalker, try to take a photo or videotape if it's safe to do so.
- Press charges. Call the police each time the stalker breaks a law. The stalker should be arrested, bonded, and then released. Request that one of the terms of the bond be that the stalker may not have any contact with you at all. Obtain copies of all documents and the name of the judge handling your case, as well as the arresting officer.
- Save all communications. Save and date all cards, letters, notes, envelopes, e-mails, and recorded messages that are from the stalker.
- Keep all legal documents. Obtain copies of warrants, protective orders, restraining orders, court orders, etc.

Make it hard to track you down by:
- Altering travel routes and routines.
- Obtaining a post office box.
- Giving your address and phone number to as few people as possible. Inform professional organizations that they are to provide no one with information about you.
• Call the Social Security Office and request that Social Security numbers be changed if you can prove that the stalker is using them to find you.
• Post a No Trespassing sign on the edge of your property where it is clearly visible.
• Report any threatening calls to the telephone company and police.
• Report all threats sent by mail to law enforcement.
• If you move:
  • Don't ask the post office to forward your mail. Have them hold it for you.
  • Take all important records with you, such as your (and your children's) medical, financial, and academic records, Social Security cards, green cards, passports, driver's licenses, etc.
  • Pick up or forfeit deposit money on apartments.
• Take a self-defense class: You may find that you feel more empowered and self-sufficient, even if you never employ the techniques that you learn in your class. Review RAD.

*Source: University of Virginia*
Victim Services

Click here for the University of Connecticut Sexual Assault Awareness Page (http://sexualviolence.uconn.edu/)

The University of Connecticut Police Department is an advocate for the rights of victims and witnesses. Our goal is to assist people who are victimized by violent crimes in a professional, compassionate, and helpful manner. The Police Department would like to take this opportunity to express the importance of your role within the criminal justice system. We believe and foster the approach that victims and witnesses' well-being is vital and they are deserving of all the professional assistance we can provide to aid their concern in the criminal justice system.

The Community Services Division works closely with the UConn Women's Center, Office of Community Standards and other University resources to assist victims and witness with the experience within the criminal justice system as convenient and understandable as possible since it is only through your cooperation that we can bring criminals to justice. We hope that all citizens will support this first step to help those who have been hurt by criminal activity.

This web page outlines the services offered by the University and the State of Connecticut. Your cooperation and willingness to assist the UConn Police Department is sincerely appreciated.

Victims of crime have certain rights defined by Connecticut and federal laws. Among these rights are notification, attendance at court proceedings, compensation/restitution, and access to information.

Constitution of the State of Connecticut

Article XXIX – Rights of Victims of Crime

In all criminal prosecutions, a victim, as the general assembly may define by law, shall have the following rights:

1. The right to be treated with fairness and respect throughout the criminal justice process;
2. The right to timely disposition of the case following arrest of the accused, provided no right of the accused is abridged;
3. The right to be reasonably protected from the accused throughout the criminal justice process;
4. The right to notification of court proceedings;
5. The right to attend the trial and all other court proceedings the accused has the right to attend, unless such person is to testify and the court determines that such person's testimony would be materially affected if such person hears other testimony;
6. The right to communicate with the prosecution;
7. The right to object to or support any plea agreement entered into by the accused and the prosecution and to make a statement to the court prior to the acceptance by the court of the plea of guilty or nolo contendere by the accused;
8. The right to make a statement to the court at sentencing;
9. The right to restitution which shall be enforceable in the same manner as any other cause of action or as otherwise provided by law; and
10. The right to information about the arrest, conviction, sentence, imprisonment and release of the accused.

Crime Victims' Rights

Immediately following a crime, victims have rights, including the right to:

1. Emergency medical care.
2. Information on services and agencies that help victims.
3. Apply to OVS for crime-related financial assistance related to personal injury expenses (OVS 1-888-286-7347).
4. Be treated with fairness and respect throughout the criminal justice system process.
5. Be notified about arrest and court proceedings. Arraignment may occur the day after arrest. Contact the clerk of court to check on status, court date, and location.

http://police.uconn.edu/administration/victim-services/
6. Reasonable protection from the accused.
7. Timely disposition of the case after arrest of the accused.
8. Return of property taken for the investigating of the crime.

### University Services

<table>
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<tr>
<th>Department</th>
<th>Address</th>
<th>Phone</th>
<th>Website</th>
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<tbody>
<tr>
<td>Office of Community Standards</td>
<td>Wilbur Cross, Room 301 233 Glenbrook Rd, Unit 4119, Storrs, CT, 06269</td>
<td>860-486-8402 (Phone) 860-486-8409 (Fax)</td>
<td><a href="http://www.community.uconn.edu/">http://www.community.uconn.edu/</a></td>
</tr>
<tr>
<td>Department of Residential Life</td>
<td>Rome Hall, Ground Floor 626 Gilbert Road Extension, Unit 1022, Storrs, CT 06269</td>
<td>Phone: 860-486-2028 Fax: 860-486-6191</td>
<td><a href="http://www.reslife.uconn.edu/">http://www.reslife.uconn.edu/</a></td>
</tr>
<tr>
<td>Student Health Services</td>
<td>234 Glenbrook Road, Unit 2011 Storrs, CT 06269-2011</td>
<td>Phone: 860-486-4700 Fax: 860-486-5300</td>
<td><a href="http://www.shs.uconn.edu/">http://www.shs.uconn.edu/</a></td>
</tr>
<tr>
<td>Counseling and Mental Health Services</td>
<td>Arjona Building, 337 Mansfield Road, Unit 1255, Storrs, CT, 06269</td>
<td>Phone: 860-486-4705 Fax: 860-486-9159</td>
<td><a href="http://www.cmhs.uconn.edu/">http://www.cmhs.uconn.edu/</a></td>
</tr>
<tr>
<td>Women's Center</td>
<td>4th floor Student Union 2110 Hillside Road, Unit 3118 Storrs, CT 06269-3118</td>
<td>Tel: (860) 486-4738 Fax: (860) 486-1104</td>
<td><a href="http://womenscenter.uconn.edu/">http://womenscenter.uconn.edu/</a></td>
</tr>
<tr>
<td>Division of Diversity and Equity</td>
<td>241 Glenbrook Road Wood Hall - Unit-2175 Storrs, CT 06269</td>
<td>Phone: (860) 486-2943 Fax: (860) 486-2437</td>
<td><a href="http://www.diversity.uconn.edu/">http://www.diversity.uconn.edu/</a></td>
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### Resource

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<th>Resource</th>
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<th>Website</th>
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<tr>
<td>Connecticut Sexual Assault Crisis Services, Inc.</td>
<td>96 Pitkin Street East Hartford, CT 06108</td>
<td>Statewide 24 Hour Toll Free Hotline 1-888-999-5545 English 1-888-688-8332 Español Local: 860-282-9981 860-291-9335 (fax)</td>
<td><a href="mailto:info@connsacs.org">info@connsacs.org</a> (<a href="mailto:info@connsacs.org">mailto:info@connsacs.org</a>)</td>
</tr>
<tr>
<td>Center for Women and Families of Eastern Fairfield County, Inc. Rape Crisis Services</td>
<td>753 Fairfield Avenue Bridgeport, CT 06604</td>
<td>Office: 203-334-6154 Hotline: 203-333-2233</td>
<td></td>
</tr>
</tbody>
</table>

[http://police.uconn.edu/administration/victim-services/](http://police.uconn.edu/administration/victim-services/)
Women's Center of Greater Danbury Sexual Assault Crisis Services
2 West Street
Danbury, CT 06810
Office: 203-731-5200
Hotline: 203-731-5204
http://wcgd.org/ (http://wcgd.org/)
Email: womens.cntr@snet.net

Women and Families Center
Meriden office
169 Colony Street
Meriden, CT 06451
Office: 203-235-9297
Middletown office
100 Riverview Center
Suite 274
Middletown, CT 06457
Office: 860-344-1474
http://www.womenfamilies.org/ (http://www.womenfamilies.org/)

Women and Families Center
New Haven Office
1440 Whalley Avenue
New Haven, CT 06515
Office: 203-389-5010
Hotline: 203-389-9700
http://www.womenfamilies.org/ (http://www.womenfamilies.org/)

Rape Crisis Center of Milford
70 West River Street
Milford, CT 06460
Office: 203-874-8712
Hotline: 203-878-1212
http://www.rapecrisiscenteromilford.org/ (http://www.rapecrisiscenteromilford.org/)

YWCA of New Britain Sexual Assault Crisis Services
New Britain Office
22 Glen Street, New Britain, CT
Office: 860-225-4868
Hotline: 860-223-1787
Hartford Office
60 Gillet Street, Suite 401
Hartford, CT 06105
Office: 860-241-9217
Hotline: 860-547-1022
http://www.ywcanewbritain.org/ (http://www.ywcanewbritain.org/)

The Center for Sexual Assault Crisis Counseling and Education
700 Canal Street Suite 22B
Stamford, CT 06902
Office: 203-348-9348
Hotline: 203-329-2929
Email: info@saccc-ct.org (mailto:info@saccc-ct.org)

Susan B. Anthony Project
179 Water Street
Torrington, CT 06790
Office: 860-489-3798
Hotline: 860-482-7133
http://www.sbabproject.org/ (http://www.sbabproject.org/)

Safe Haven of Greater Waterbury
29 Central Avenue
Waterbury, CT 06721
Office: 203-753-3613
Hotline: 203-753-3813
http://www.safehavengw.org/ (http://www.safehavengw.org/)

Domestic Violence (CCADV)
Statewide Toll Free (24 hr.) 1-888-774-2900
Contact for Advocacy, emergency shelter, counseling, and other services

Town Of Mansfield Department Of Social Services
The Department of Human Services offers a wide array of services to address the social and behavioral health needs of children, youth, adults, seniors, and families, as well as the community at large. These services include:

- Counseling and Therapy: Professional staff provide assistance to individuals and families through a process of brief, solution-focused counseling
- Crisis intervention, including critical incident debriefing services
- Problem assessment and referral to outside resources, including public and private agencies

Human Services 860-429-3315 Audrey P Beck Municipal Building 4 South Eagleville Road, Mansfield, CT 06268
http://www.mansfieldct.gov/content/1914/2527/default.aspx (http://www.mansfieldct.gov/content/1914/2527/default.aspx)

Youth Service Bureau 860-429-3315 Audrey P. Beck Municipal Building 4 South Eagleville Road, Mansfield, CT 06268
http://www.mansfieldct.gov/content/1914/2578/default.aspx (http://www.mansfieldct.gov/content/1914/2578/default.aspx)

Senior Services 860-429-0262 Mansfield Senior & Wellness Center 303 Maple Road, Storrs, CT 06268
http://www.mansfieldct.gov/content/1914/2682/default.aspx (http://www.mansfieldct.gov/content/1914/2682/default.aspx)

Office of Victim Services
The Office of Victim Services (OVS), Connecticut Judicial Branch, is the state's lead agency established to provide services to victims of violent crime.

ttp://police.uconn.edu/administration/victim-services/ 11/11/2013
Contact Us | Phone | Toll-free
--- | --- | ---
Administration | 860-263-2760 | 800-822-8428
Services | 860-263-2760 | 800-822-8428
Compensation | 860-263-2761 | 888-286-7347

Telecommunications Relay Service

TDD/TT Users: Call 711 or 1-800-842-9710
Voice Callers: Call 711 or 1-800-833-8134

Connecticut Statewide Automated Victim Information and Notification (SAVIN)

The SAVIN program offers crime victims and interested individuals the opportunity to register for notification about certain court events.
To register by telephone call 1-877-VINE-4CT
To register online www.vinelink.com
To speak with a OVS victim advocate call 1-800-822-8428

For additional Information on Victim Services go to:

INFO-Line (24 hour service) 211
Elder Abuse (M-F 7:00 a.m. – 4:30 p.m.) 1-888-385-4225
Child Abuse Care Line (24 hr.) 1-800-842-2288
Mothers Against Drunk Driving (MADD) (24hr) 1-800-544-3690
Survivors of Homicide (24 hr.) 860-257-7388
Office of the Victim Advocate (M-F 7:30-4:30) 1-888-771-3126 (Victim Rights Assistance)
Office of Victim Services (OVS) [http://www.jud.ct.gov/crimevictim](http://www.jud.ct.gov/crimevictim)
Husky Watch

Call Husky Watch Escort Service 860-486-4807

Husky Watch Mission Statement
UConn Police Department provides the Husky Watch Safety Escort Service to students, faculty, and staff upon request. The walking escorts provide our community with personalized service to their vehicles, campus residence, or the University's mass transit system. Our mission is the safety and well-being of students and staff.

About Husky Watch Program
The Husky Watch Safety Escort Service has been a part of the UConn Police Department since 1969. The program is administered by a sworn member of the police department and it is operated by student employees. The Husky Watch Safety Escort service provides pedestrian escorts to the garages, lots, dorms, and surrounding locations on campus during the night hours upon request.

The UConn Police Department carefully screens and selects their student escorts. The Husky Watch Safety Escorts can be identified by their blue Husky Watch shirt or jacket. Husky watch employees are equipped with two-way radios and they carry updated picture identification.

Escort Policy
1. Husky Watch is limited to a one mile radius from campus.
2. Anyone requesting the escort service should call 860-486-4807 and provide the dispatcher with their name, exact location and their destination.
3. On campus locations are covered by walking escorts.
4. Husky Watch Escort service will arrive as close to the requested time.
5. We cannot guarantee pick up times. Waiting times will vary; we ask you for you patience during our high activity periods.

Escort Schedules
The service operates seven nights a week during the academic year.

During the academic year the escort service begins at:

*Sunday through Wednesday 5:00 p.m. to 2:00 a.m.
*Thursday through Saturday 5:00 p.m. to 3:00 a.m.

(*During daylight savings March through November, start time changes to 6:00pm)

On Campus to On Campus Locations

Holiday Service
Husky Watch is closed during major holidays such as Thanksgiving, Christmas, and New Years Day.

Transportation Services for Individuals with Disabilities
If an individual calls requesting a ride, and is unable to move by their own power (i.e. wheel chair, crutches, etc) we will refer the call to the Department of Transportation Handicapped Services (486-4991). The Escort Service vans are not equipped to provide this type of service.

Anyone with a comment or complaint in regards to the Escort Service may call the Support Services Section and request to speak with a Supervisor Monday – Friday from 8am to 4pm at 486-4807.

http://police.uconn.edu/support-services/husky-watch/
Delays and Interrupted Service

If the University is closed due to inclement weather, the Husky Watch Safety Escort program will be closed.

Job Opportunities

The Husky Watch Escort Service is a Student run program. Any registered student may apply for a Husky Watch Position by completing an application. As positions become available, we contact applicants for interviews.

UConn Rape Aggression Defense (RAD) & Campus Safety Program

The UConn Police Department in partnership with Community Standards, the Women’s Center and Office of Student Services & Advocacy functioning together to reaffirm goal of providing the highest level of safety and well-being to the UConn community offers free-of-charge Rape Aggression Defense (RAD) classes.

The Rape Aggression Defense Basic Personal Defense System is a national program of realistic self-defense tactics and techniques network dedicated self-defense instructors that has been established by nationally certified RAD Instructors since 1989.

The goal of the UConn RAD program is to provide an easily accessible program of education and awareness for the women in our college community. The program trains women in basic self-defense and offers them viable options when confronted with various threats of violence.

The RAD system is not a martial arts class. The 14 hour course, usually broken down into 3 and 4 hour blocks, educates women about defensive strategies using simple and effective tactics and a unique teaching methodology. This comprehensive course progresses from awareness, prevention, risk reduction, and avoidance to basic self-defense participation. The course includes an illustrated and easily read student manual that outlines the entire physical self-defense program. There are 10 certified instructors and each have varying experiences. The course we currently teach is for “R.A.D. For Women: Basic Physical Defense”. For male members of our community please see the Women’s Center’s Men’s Project.

Five reasons why RAD Systems is on the cutting edge of self-defense training and has established the standard for female self-defense programs:

1. It offers no-nonsense, practical techniques of defense and realistic hands-on training.
2. Researched the effects of “The Fight or Flight Syndrome”.
3. It offers advanced self-defense courses that build upon the physical defense system.
5. Certified instructors from the community.

For more information on RAD Systems visit their website at http://www.rad-systems.com/index.html
Sponsors of R.A.D. at UConn

The following departments have provided support for R.A.D. courses at UConn. If you want to sponsor classes please contact us at uconnrad@uconn.edu

The Office of Community Standards

Community Standards has been entrusted with the responsibility of managing Responsibilities of Community Life: The Student Code. Through the student conduct process and other educational initiatives, Community Standards supports the University's mission to helping students develop and become positive contributing members of our University and beyond. Community Standards works to protect the rights of students by providing them with a fair and equitable process in resolving behavioral complaints. The principles of accountability, individual development, community involvement, and fairness are at the core of Community Standards' work. Go to http://www.community.uconn.edu/sexual_misconduct.html

Office of Student Services and Advocacy (OSSA)

It is often said that if you have a question, a concern or a problem to solve, and you are not sure where to begin, the Office of Student Services & Advocacy (OSSA) is a great place to start. The primary philosophy that guides the many and varied services of the office is "providing people with what they need to make informed decisions." Whatever your need, OSSA will be able to address it directly, or connect you to others that will. http://www.offcampus.uconn.edu/index.php

Women’s Center

The mission of the Women’s Center is to advocate, educate, and provide support services for the achievement of gender equity at the University and within the community at large. Special attention is focused on women who face additional challenges due to their race, nationality, class, sexual identity, religion, age, and physical or mental ability. http://womenscenter.uconn.edu/index.php
UConn Police RAD Instructors from left to right: Officer Joseph Bennett, Officer Frank Dawson, Ms. Caitlin Farr, Officer Eric Bard, Officer Jason Hyland, Officer Peter Zavickas, Officer Joseph Conetta, Officer Jennifer Moskowitz, Officer Lindsey Gionfriddo and Officer Dawn Tomaionis (not in picture).

The class has been filled and we are no longer accepting registration requests for the fall semester open enrollment class. We will be holding more classes in the Spring 2014. Please check back regularly for updates.
Violence Against Women Prevention Program

About VAWPP

The Men’s Project

VAWPP Workshops

Six Things You Can Do

VAWPipedia

VAWPP Events

Need Help Now?

UConn Men’s Project

The Men’s Project is an 11–week training for men held weekly during the Spring semester. Meetings focus on topics relating to gender socialization, masculinities, privilege and gender violence prevention. The Men’s Project goal is to train men who will then positively influence their peers by challenging other men to examine their own socialization, and to prevent things like sexual assault and domestic violence.

If you are interested or know of men who may be, please forward potential candidates’ names and all known contact information to:

VAWPP Coordinator at 860-486-4738
or e-mail Men’s Project Facilitators Andrew Stewart at andrew.stewart@uconn.edu
or Bryce Crapser at bryce.crapser@uconn.edu.
Women's Clinic

Staff

The services are provided by registered nurses, nurse practitioners, and a female physician who has undergone special training in women's health care. Medical and gynecological physician consultants are available.

Who is eligible to use the Women's Clinic?

All undergraduate and graduate students who have paid University Fees are eligible to use the Women's Clinic. Spouses of students who have paid an additional spouse fee are also eligible. Patients need to show a valid student ID and a medical insurance card at the medical reception desk when they check in for each visit.

Services

The Women's Clinic Offers:

- Advice nurse available to answer your questions at (860) 486-3427
- Routine exams including Pap smear If you have had physical exam & Pap smear done within the past year, we can review those records, and may accept them in place of our physical and Pap smear. You may then get your pills here through the Women's Clinic. Please have your provider fax a copy of the notes from your last GYN exam and cytology report of your Pap smear to the Women's Clinic fax at (860) 486-5300.
- Breast self exam instructions and breast checks
- Contraceptive education and counseling, Condoms are always available for free
- Prescriptions for all contraception - diaphragms, birth control pills and Depo-Provera injection, Nuvaring and Nexplanon.
- Diagnosis and treatment of vaginal infection
- Diagnosis and treatment of sexually transmitted diseases
- Work-up, treatment of referral for amenorrhea (i.e., lack of periods of abnormal periods)
- Diagnosis and treatment of premenstrual syndrome (PMS)
- Pregnancy testing
- Pregnancy options counseling including referrals for obstetric services, pregnancy termination, adoption, and other counseling services.
- Pre- and post-abortion counseling and physical exams
- Referral to a gynecologist as indicated
- HPV vaccine (Gardasil)

Our Mission

Routine health care for women is important. The goal of the Women's Clinic is to meet the health needs of all female student, regardless of whether or not they are sexually active and regardless of sexual orientation. This goal is met through a comprehensive program of education, physical assessment, treatment and counseling.

Our staff members take great pride in celebrating diversity.

Women's Clinic Hours

The Women's Clinic is open during the academic year.

Hours during the academic year are:
Monday through Friday
8:30am – 4:30pm
Patients are seen by appointment only.
Emergencies are scheduled the same day.

PLEASE NOTE:

Most services are not available during Summer break.

For information specific to your healthcare needs, please consult with your provider prior to the end of Spring Semester or call the Advice Nurse.

Contact Information

University of Connecticut
Division of Student Affairs
Student Health Services
Women's Clinic
234 Glenbrook Rd, Unit 2011
Storrs, CT 06269-2011

Appointment Desk: (860) 486-2719
Colposcopy & biopsy of the cervix to check abnormal Pap tests

Confidential HIV testing and counseling

Plan B (Morning After Pill / Emergency Contraception) is now available "Over the Counter" for purchase by anyone (female or male) 17 years old and over. You can obtain this from the Student Health Service's Pharmacy, Monday through Friday, 9:00 a.m. - 5:00 p.m.

- You must bring a driver's license to show date of birth.
- Plan B can also be obtained Saturday and Sunday 8:00 a.m.-4:00 p.m. at the Advice Nurse desk on the first floor.

Sexual Assault

The Women's Clinic is an integral part of the University of Connecticut community response team. If a victim presents within 72 hours, weekdays during clinic hours (8:30 a.m. to 4:30 p.m. Monday through Friday) the Women's Clinic can:

- Arrange for a sexual assault crisis counselor to meet with student to help her review her options as well as provide crisis counseling.
- Arrange for transportation to the Windham Hospital emergency department should a patient opt for evidence collection* (all done free of charge.) Any medication prescribed there may be obtained free of charge at Student Health Services.
- Arrange for a free examination at Health Services if the patient does not wish evidence collection. She can also receive free STD testing, free antibiotic medications to prevent STD's and emergency contraception as well as referral to other campus resources that may be of benefit.

If a victim presents during an evening/night shift or weekend days, she is offered the opportunity to speak with an SAC (sexual assault crisis) counselor (in person or via telephone) and again transportation will be arranged to Windham Hospital emergency room if evidence collection is desired. If the patient does not wish this, she is encouraged to contact the Women's Clinic the next day or Monday A.M. (if weekend) for a free exam, testing medication and referrals. These services are available even if the patient presents after 72 hours post assault.

* Evidence collection which consists of taking samples of bodily fluids, hair, vaginal, oral, and anal swabs, and blood samples is encouraged if there is any chance the victim may wish to pursue the assault through the legal system or if she is unsure of what she wishes to do. Again the evidence collection is free at Windham Hospital emergency room and any prescriptions may be filled here at Student Health Services at no charge.
YOU MAY OBTAIN THESE SERVICES WITHOUT ANY OBLIGATION TO PRESS CHARGES. If you have any questions or are unsure of what to do, please contact the 24-hour advice nurse by calling (860) 486-4700.

Additional Information

There is a fee for most of our services. You MUST bring your insurance information at the time of your appointment. Our business office now accepts cash, personal check, credit card or Husky Bucks. Please note: Any patient that does not show up for a scheduled appointment will be charged a fee.

Patients are asked to complete a health history with some very explicit questions. These help us in evaluating your health risks. You are not obligated to answer any questions which make you feel uncomfortable.

Our pharmacy is not a retail pharmacy; therefore only prescriptions written by a Student Health Services staff clinician can be filled there. Our Pharmacy also sells non-prescription items (e.g. yeast medications, spermicidal products, reality condoms, etc.)

Charges for Laboratory procedures (e.g. pregnancy tests, STD tests) may go on your fee bill as "Lab Miscellaneous," or they may be submitted to your insurance company.

Contraceptives may go on your fee bill as "Pharmacy Charges" if you wish.

Division of Student Affairs
One Division. Multiple Services. Students First.
Abstinence Kits
If a student chooses abstinence, we want that person to feel supported. Health Education offers Abstinence Kits to students who ask for them. The Abstinence Kits include various items such as popcorn or candy, peas, lip balm, play dough or sunscreen. Our kits also include information about abstinence and suggestions to show love without sex. We also provide candy at all of our events. We want everyone to feel welcome and realize that each person needs to make their own choice and we respect that!

Goodie Bags
If a student chooses to be sexually active, we support that choice as well. Students can come by our office to receive a Goodie Bag which contains an assortment of condoms, dental dams, and lubrication. We also make custom Goodie Bags for students who want a specific kind of condom that we carry.

Stress Free Kits
Health Education supplies Stress Free Kits as a way to provide resources and tips for students on how to manage stress. Our kits also include items to help relieve stress. These may include any but not all of the following items: Play-Doh, Stress Relief Lotion, Toys, Tea, or a Stress Squeasy.

Programs put on by Health Education:
- Aromatherapy
- Massage 101
- Herbal Pillows
- Rubberwear
- Sexual Fueled
- Spring Break Taboo
- Body Art
- Custom Programs on Request
- Other Sexuality Programs

Interested in any of the above programs? Contact your CA about bringing it to the Residence Halls

Health Education: Home of the Sexperts
Sexperts educate their peers on the topic of sexuality, aromatherapy, and making healthy choices. Sexperts are trained and meet weekly on Thursdays at 5pm. Students are required to commit three hours a week, one for the meeting and two for a programming night. Please call or email for further information.

Want to know what’s going on in health? Email healthed@uconn.edu with subject line “Subscribe to HealthEd E-mail” to get added to the list and receive weekly updates on Health Education events and programs as well as other information on different health-related topics and campus events.

Condoms, dental dams, lube & abstinence kits are available free to you at Health Education. We are located in South D, downstairs near the mailboxes, next to the south complex office. Got questions? Contact Joleen Nevers, Health Education Coordinator at 486-0772 or visit our website: www.healthed.uconn.edu

04/08
Sexuality

Free STI Testing On Campus

Student Health Services (SHS) is generously providing FREE STI testing to the UConn community on the following days and times this fall. Please see below for dates and destinations.

The Health Education Office will host FREE STI testing October 29 at 5pm. Testing is FREE for the first 25 students. Testing includes HIV, Gonorrhea, Chlamydia, Syphilis and Hepatitis. The Health Education office is located in South Wilson Hall in 125A. For more information, please call Joleen Nevers at 860-486-0772.

The African American Cultural Center will host FREE STI Testing on November 14 at 5:30pm. Testing is FREE for the first 25 students. Testing includes HIV, Gonorrhea, Chlamydia, Syphilis and Hepatitis. The African American Cultural Center is located on the fourth floor of the Student Union.

Free Rapid HIV Testing

The Rainbow Center is the UConn/Storrs campus spot to get a free and anonymous Rapid HIV test which allows for results to be known within the half-hour! The test is free of charge, thanks to the generous support of the Hartford Gay & Lesbian Health Collective and open to all, however there are only a few spots! No appointments will be taken due to the need for anonymity. Arrive early because first come, first served. The Rainbow Center is located in Room 403 on the fourth floor of the Student Union. Also, there is free HIV testing at your local department of health. You can consult www.hivtest.org for test sites in your area.

HIV Testing for the Rainbow Center for the academic year:

- Monday, September 16 from 5pm - 8pm
- Monday, October 14 from 5pm - 8pm
- Monday, November 18 from 5pm - 8pm
- Monday, February 17 from 5pm - 8pm
- Monday, March 31 from 5pm - 8pm
- Monday, April 21 from 5pm-8pm

For more testing dates on campus, please contact the Health Education Office at 860-486-0772.

Sexuality Choices

Choosing NOT To Be Sexually Active

Many students choose to not be sexually active. There are a variety of reasons why a person may abstain from vaginal, oral, and anal sex. Listed below are some of the reasons for abstaining:

- Wanting to wait until a person is in a serious, committed relationship or married/civil union.
- Abstaining is the only 100% way to avoid pregnancy and sexually transmitted diseases (STDs), including HIV/AIDS.
- Life may be very busy with other commitments such as sports, job, course load.
- Protecting self from emotional hurt.
- Not feeling ready for a sexual relationship.
Choosing To Be Sexually Active

If a person decides to be sexually active, he/she needs to be aware of risks that they encounter such as STDs and/or pregnancy. Students can practice safer sex and reduce their risks by:

- Using condoms, dental dams or female condoms correctly and consistently every time they engage in sex.
- Getting tested for STCs, although this may not guarantee that a person or a partner is STD free.
- Limiting sexual partners.
- Getting to know a partner and asking about their sexual history.
- Being in a committed monogamous relationship.*
- Use another form of contraception such as pill or Depo Provera (shot) in addition to condoms, recognizing that they are great to reduce risk of pregnancy, but offer no protection against STDs.

*Monogamy, by definition means the practice of having one sexual partner for a lifetime. Serial monogamy is to have one sexual partner at one time but could have many throughout a lifetime.

Communication

Communication is important in all relationships. Ineffective sexual communication is a common reason for people feeling dissatisfied with their sex lives.

How Can You Be A Good Communicator?

Good communication requires you to be an effective communicator and an active listener.

Some Tips To Be A Good Communicator:

- Be an active listener - actively communicate to your partner that you are listening to him or her and you are interested in what he or she is saying.
- Maintain eye contact.
- Provide feedback - provide a reaction to your partner’s message in words. This will help clarify his or her message and show that you were actively listening.
- Support your partner’s communication efforts - this will help relieve fear and anxiety from your partner and help build communication skills for both partners.
- Use paraphrasing - the listener summarizes a speaker’s message in his or her own words.
- Ask questions - find out what your partner’s needs are with open-ended questions such as “where do you like to be touched” instead of “was I gentle enough”.

There is also nonverbal communication. Examples of nonverbal communication are a touch, a smile, facial expressions, interpersonal space, and sounds such as moaning.

Contraception

Adapted from Your Contraceptive Choices by Planned Parenthood. There are many types of contraception available. This page is only intended to give a brief comparison of the different types. Please follow the link above to Planned Parenthood for more information.
Abstinence is not engaging in vaginal, anal or oral sex. It is 100% effective in the prevention of Sexually Transmitted Diseases (STDs) and pregnancy. There are no medical or hormonal side effects. However it may be difficult for some people to abstain from sex.

Withdrawal is when the male will pull his penis out of the vagina before ejaculation to prevent sperm from joining the egg. This method requires great self-control, experience, and trust. You must wipe the pre-ejaculatory fluid from the penis before entering partner. It is not for men who ejaculate prematurely, do not know when to pull out, or are sexually inexperienced. Although this information is provided, Health Education does not endorse or recommend withdrawal due to its high failure rate.

Rhythm method is when a professional teaches you how to chart your menstrual cycle and to detect certain physical signs to help you predict when you are ovulating. Then you use another form of contraception on those “unsafe” days or abstain from sex during those days. This method requires months of training before effective use. Illness and lack of sleep effect body temperature.

Condom is a thin latex, plastic, or animal tissue sheath that is used to cover the penis before intercourse. If the condom is latex or polyurethane it can help to prevent against pregnancy and STDs when used correctly. There are many sizes and shapes available to find the most comfortable one for you.

The Diaphragm is a shallow latex cup that is fitted by a clinician and it is inserted in the vagina before intercourse. It is 80-94% effective in preventing pregnancy and can last several years with no major health concerns. It can be messy and should only be left in place for up to 24 hours.

Cervical Cap is a thimble-shaped latex cap that is fitted by a clinician and it is inserted in the vagina before intercourse. It can last several years with no major health concerns. However it is difficult for some women to use and is only four sizes. The cervical cap can only be left in place for up to 48 hours.

Female Condom is a polyurethane sheath that is inserted deep in your vagina. It can be used by people allergic to latex. It may be noisy and difficult to insert and can only be used once.

The Pill is prescribed by your clinician to take daily. The pill contains estrogen and progestin or progestin-only. The hormones work to prevent the release of egg, thicken cervical mucus to keep sperm from joining the egg, and prevent fertilized egg from implanting in the uterus. The pill protects against ovarian and endometrial cancers, pelvic inflammatory disease, non-cancerous growths of the breast, ovarian cysts, and may protect against osteoporosis.

The Patch is a thin plastic patch that you place on the skin of the buttocks, stomach, upper outer arm or upper torso. You wear one patch each week for 3 weeks followed by the 4th week without the patch. The patch uses a combination of hormones (estrogen or progestin) that prevents the release of egg, thickeners mucus to keep sperm from joining the egg, and prevents fertilized egg from implanting in the uterus. It has the same risks and benefits of the pill except that it may cause an irritation of the skin.

The Ring is a small, flexible ring that you insert deep into the vagina. A new ring is inserted for three weeks followed by a week without the ring. The ring uses a combination of hormones (estrogen and progestin) that prevents the release of egg, thickeners mucus to keep sperm from joining the egg, and prevents fertilized egg from implanting in the uterus. It has the same risks and benefits of the pill except that it may cause an irritation to the vagina.

Morning After Pill (MAP) is designed to prevent pregnancy after unprotected vaginal intercourse. High doses of hormonal pill started within 72 hours of unprotected sex. It reduces the risk of pregnancy 75-89%.

Intrauterine Device (IUD) is a small plastic and copper device that your clinician places in your uterus. The device contains hormone or copper that keeps sperm from joining the egg and prevents a fertilized egg from implanting in uterus.

Depo-Provera is a shot of the hormone progestin every 12 weeks by your clinician that prevents the release of eggs, thickens mucus to keep sperm from joining the egg, and prevents fertilized egg from implanting in the uterus. Side effects may include loss of period, irregular bleeding, headaches, depression, abdominal pain and increased appetite. The side effects will not wear off until the medication wears off (12 weeks).

Sterilization Tubal sterilization is an operation that permanently blocks the woman’s tubes where sperm join the egg. Vasectomy is an operation to permanently block man’s tubes that carry sperm.

Abstinence is the only method that is 100% effective in the prevention of STDs and pregnancy.

Only a female condom and a latex or polyurethane condom may reduce the risk of STDs.
Sexually Transmitted Diseases (STDs)

According To Planned Parenthood:

- By the age of 24, one in three sexually active people will contract a STD.
- Certain types of sexually acquired HPV (genital warts) are also now considered to be a cause of most cancers of the vagina, vulva, anus, and penis. Although each of these cancers occurs less frequently than does cervical cancer, taken together they equal nearly half the number of cases of cervical cancer in the United States.
- Chlamydia is so common that by the age of 30, 50% of sexually active women have evidence that they have had Chlamydia at some time during their life.
- Nationwide, 45 million people ages 12 and over or 1 out of 5 adolescents and adults are infected with genital herpes.

According To American Social Health Association:

- 50-80% of adult population in the United States has oral herpes.
- If a person with oral herpes performs oral sex, it is possible for the partner to get herpes on the genitals.
- In the United States, HPV (genital warts) is considered to be the most common sexually transmitted disease (STD). Some studies estimate that the majority of the sexually active population is exposed to at least one or more types of HPV - although most do not develop symptoms. Because HPV is so common and prevalent, a person does not need have to have a lot of sexual partners to come into contact with this virus.

The main difference between STDs is that some STDs are caused by bacteria and other STDs are caused by viruses. Bacterial STDs, such as gonorrhea, syphilis, and chlamydia, are often cured with antibiotics. However, irreversible damage may occur if not treated promptly. Viral STDs have no cure, but some of their symptoms can be alleviated with treatment.

The Following Is A List Of Common STDs And Information About Them

<table>
<thead>
<tr>
<th>STD</th>
<th>Viral or Bacterial</th>
<th>Symptoms</th>
<th>How Spread</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chlamydia</td>
<td>Bacterial</td>
<td>Discharge from the penis or vagina</td>
<td>Vaginal, anal and oral sex</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pain or burning while urinating</td>
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<td>Excessive vaginal bleeding, swollen testicles, abdominal pain, nausea,</td>
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<td>fever, inflammation of the cervix or rectum</td>
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<td></td>
<td></td>
<td><strong>However, about 80% of people experience no symptoms</strong></td>
<td></td>
</tr>
<tr>
<td>HPV</td>
<td>Viral</td>
<td>Small, bumpy warts on the genitals and anus itching or burning around</td>
<td>Vaginal, anal, and oral sex</td>
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<tr>
<td></td>
<td></td>
<td>genitals. Some are microscopic and cannot be seen with the naked eye</td>
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<td></td>
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<td>and could lead to cancer.</td>
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<td></td>
<td><strong>Skin to skin contact</strong></td>
<td></td>
</tr>
<tr>
<td>Gonorrhea</td>
<td>Bacterial</td>
<td>Women - frequent urination often burning, pelvic or lower abdominal</td>
<td>Vaginal, anal, and oral sex</td>
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<tr>
<td></td>
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<td>pain, menstrual irregularities, yellowish or greenish-yellow discharge</td>
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<td>from the vagina, swelling and tenderness of the vulva.</td>
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<td></td>
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<td><strong>Men - pain during urination, pus-like drip from the urethra.</strong></td>
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<tr>
<td></td>
<td></td>
<td><strong>However, about 80% of people experience no symptoms.</strong></td>
<td></td>
</tr>
<tr>
<td>Hepatitis B</td>
<td>Viral</td>
<td>Fatigue, fever, headache, hives, vomiting, lack of appetite, nausea,</td>
<td>Present in semen, saliva, blood, and urine.</td>
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<td>Passed by contact such as</td>
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<tr>
<td>Condition</td>
<td>Type</td>
<td>Symptoms</td>
<td>Sexual Activity</td>
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</tr>
<tr>
<td>Herpes</td>
<td>Viral</td>
<td>Flu-like feelings, small painful blisters on the penis, vagina, anus, upper thigh or mouth</td>
<td>Kissing, oral, anal, and vaginal sex, sharing unclean needles.</td>
</tr>
<tr>
<td>HIV/AIDS</td>
<td>Viral</td>
<td>Rapid weight loss, lack of appetite, flu-like symptoms, diarrhea, thrush, re-occurring yeast infections. Often no symptoms for up to 6 weeks.</td>
<td>Oral, vaginal, or anal sex, sharing needles, mother can pass the virus to her child through birth or breast feeding.</td>
</tr>
<tr>
<td>Syphilis</td>
<td>Bacterial</td>
<td>Reddish-brown sores on mouth, sex organs, breasts, or fingers, after sores a rash develops and flu-like symptoms. If left untreated syphilis can affect the nervous system which could result in death.</td>
<td>Vaginal, anal, and oral sex</td>
</tr>
</tbody>
</table>

**Division of Student Affairs**
**One Division. Multiple Services. Students First.**
Join the Safer Sex Squad here!

Safer Sex Squad Membership

Starting in Fall 2013, there will be three opportunities for students to participate in Health Education's rewards program: Perka, Foursquare, or a rewards card. Students who visit the office and obtain either safer sex supplies or abstinence kits will be eligible for our S3 rewards program. Students who sit in the Relaxation Station for a minimum of 10 minutes will be eligible for the Relaxation Station rewards program.

The Health Education Office will be using Perka this semester. Perka is a free rewards app that will allow us to provide our visitors' rewards from our office while maintaining visitors' privacy. For students without smartphones, there will be an option to track visits through Perka via SMS (text) messaging. With Perka check-ins for S3 (abstinence kits or safer sex supplies) and the Relaxation Station will be handled independently, allowing students access to two reward paths. Students will be eligible for rewards every two visits within each path. For every visit after the eighth, students will be eligible to enter their name in to a monthly gift card drawing. When signing up for Perka, the Health Education Office encourages students to pick an alias (such as "Husky2014") rather than using their real names. In addition, students are encouraged to read its privacy policy to understand how their information may be used. The office will not be collecting any personal information; we will only be counting visits.

Foursquare is an app that, much like Perka, allows people to check into places they visit. Students will still be able to check into the office using Foursquare. However, we will only be able to offer safer sex rewards to Foursquare users because the app doesn't allow people to check into the Relaxation Station and S3 separately.

For folks who don't have smartphones or don't wish to use text messaging to check in, the office offers a physical rewards card. However, due to limitations in our program we are only able to track safer sex
visits using the physical rewards card.

Through following us on Facebook or Twitter, students will be able to know when the members of the Safer Sex Squad visit the Health Education Office or other venues on campus. When a character "visits" the office or another venue on campus, we will give additional rewards to S3 members. For example, when Captain Condom visits, members can get two glow-in-the-dark condoms. Like or follow us to know who will be stopping by!

Rewards will be given on even visits (2, 4, 6 and 8) and after the 8th reward the students will be able to put their name into a monthly give-a-way from which they will be able to pick from several items.

Reward structure for S3 (safer sex and abstinence kits):
2nd: Button
4th: Condom pop
6th: Extra goodie bag
8th: Key chain
9th and up: name put into monthly give-a-way which includes t-shirts, blankets, gift certificates, etc.

Reward structure for Relaxation Station:
2nd: Mellow Out Pouch/Breathe Easy Bundle
4th: Stress ball
6th: Herbal pillow
8th: Massager
9th and up: name put into monthly give-a-way which includes t-shirts, blankets, gift certificates, etc.

Terms and conditions of the Rewards Program:

1. Foursquare users and S3 card users are only eligible for the S3 track due to the limitations of the program.

2. Students who use the S3 cards will be provided with replacement cards if they are lost or if they have forgotten them. It is the student's responsibility to bring in all cards so that the main card can be updated for rewards during the next visit. If for example a student presents with five cards then they will only be eligible for the 6th check in reward even if they did not receive any other rewards. If for example someone presents with 6 cards they would receive no rewards until the 8th check-in.

3. Students will only be eligible for one reward per level.

4. Students are only eligible for one check-in per area per day.

5. For eligibility for check-ins:
   a. For S3 students must obtain either an abstinence kit, goodie bag or specialized condom/dental dam/lubrication request.
   b. For the Relaxation Station students are required to sit in the Relaxation Station for a minimum of 10 minutes.

6. A student is only eligible for one drawing per month.

7. One student may not win the same monthly giveaway prize two months in a row.

8. A student is only eligible for one t-shirt and one blanket per academic year.

9. The reward and prize giveaways will only take place during the academic year. The program will be paused between finals week in both December/January and return during the first week of classes in both August/January.

10. Health Education will offer a minimum of three choices for drawings each month to students who have obtained 8+ visits. Health Education may change the offerings each month.

11. Health Education has the right to not award prizes for the drawing if there are no student tickets in the container or if a student has won the prize as outlined above.

12. Health Education student workers and volunteers are ineligible to participate in the rewards program. If they are no longer employed or volunteering for the office, and leave in good standing, a one semester grace period will be implemented prior to the student being eligible to participate.
Sexperts

Health Education is home to the Sexperts. This peer education group presents programs in the residence halls as well as for student groups on campus. Health Education is very proud of the Sexperts for receiving the 2007 Peer Education Program of the Year award.

Programs Include:

- Aromatherapy
- Massage 101
- Aromatherapy Pillows
- Rubberwear
- You Don't Know Jack About Sex
- Sex Myths & Truths
- Spring Break Taboos
- Husky Howl Mocktails
- Husky Howl Sexuality tales

Our Commitment:

- 3 hours a week total, comprised of:
  - 6:30 - 8:30pm one night of a the week (Monday, Tuesday or Wednesday)
    - Mandatory weekly meetings each Thursday at 5pm for one hour.
  - Training will occur during our weekly meeting as well as one retreat each semester.
  - Each peer leader will be automatically scheduled for a program each week.
  - There will be a mandatory group event at a Late Night activity.
  - There will also be a mandatory training retreat at the beginning of each semester.
  - During the semester there will also be other opportunities to volunteer.

Our Goals:

- To promote positive and responsible sexuality.
- To educate UConn about STDs, safer sex and pregnancy prevention options.
- To create awareness of sexuality issues.
- To respect other people's choices.
Drugs And Alcohol

Wellness || Drugs & Alcohol || Show Us Your Bedhead Contest

Effects Of Alcohol

<table>
<thead>
<tr>
<th>Short Term Effects</th>
<th>Long Term Effects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nausea, dizziness, increased heart rate, blood pressure and temperature, depression, anxiety, confusion, paranoia, long-term problems with memory, depression and sleep.</td>
<td>Liver disease</td>
</tr>
<tr>
<td>Nausea, dizziness, increased heart rate, blood pressure and temperature, depression, anxiety, confusion, paranoia, long-term problems with memory, depression and sleep.</td>
<td>Heart disease</td>
</tr>
<tr>
<td>Nausea, dizziness, increased heart rate, blood pressure and temperature, depression, anxiety, confusion, paranoia, long-term problems with memory, depression and sleep.</td>
<td>Cancer-especially esophageal, oral, throat, voice box, breast cancer</td>
</tr>
<tr>
<td>Nausea, dizziness, increased heart rate, blood pressure and temperature, depression, anxiety, confusion, paranoia, long-term problems with memory, depression and sleep.</td>
<td>Pancreatitis</td>
</tr>
<tr>
<td>Nausea, dizziness, increased heart rate, blood pressure and temperature, depression, anxiety, confusion, paranoia, long-term problems with memory, depression and sleep.</td>
<td>Birth defects (if drinking while pregnant)</td>
</tr>
<tr>
<td>Nausea, dizziness, increased heart rate, blood pressure and temperature, depression, anxiety, confusion, paranoia, long-term problems with memory, depression and sleep.</td>
<td>High blood pressure</td>
</tr>
<tr>
<td>Nausea, dizziness, increased heart rate, blood pressure and temperature, depression, anxiety, confusion, paranoia, long-term problems with memory, depression and sleep.</td>
<td>Can have negative effects on relationships and job/school performance</td>
</tr>
</tbody>
</table>

Effects Of Drugs

The following is a chart of the effects of some of the drugs that are common at raves.

<table>
<thead>
<tr>
<th>Drug</th>
<th>Other Names</th>
<th>Stimulant</th>
<th>Hallucinogen</th>
<th>Sedative</th>
<th>Usual Form</th>
<th>Effect</th>
<th>Unwanted effects and risks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ecstasy</td>
<td>X, E, STC, Adam, Clarity</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Pill</td>
<td>Euphoria, empathy, trust, mild hallucinations</td>
<td>Nausea, dizziness, increased heart rate, blood pressure and temperature, depression, anxiety, confusion, paranoia, long-term problems with memory, depression and sleep.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Dizziness, loss of coordination,</td>
</tr>
</tbody>
</table>

UConn Resources

- Alcohol & Other Drug Services
- Additional Information On Alcohol
- SAMHSA's National Clearinghouse For Alcohol and Drug Information
- The BACCHUS Network
- National Institute on Alcohol Abuse and Alcoholism
- National Council on Alcoholism and Drug Dependence
- UConn's Party Smart

Additional Information On Drugs

- American Council for Drug Education
- National Council on Alcoholism and Drug Dependence
<table>
<thead>
<tr>
<th>Drug</th>
<th>Description</th>
<th>Mood Swings</th>
<th>Vomiting</th>
<th>Muscle Spasms</th>
<th>Headache</th>
<th>Slowed Breathing</th>
<th>Loss of Consciousness</th>
<th>High Blood Pressure</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHB</td>
<td>Liquid ecstasy</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Relaxation, calm and intoxication, similar to alcohol</td>
<td>Dry mouth, trembling, nausea, increased heart rate, blood pressure and body temperature, sweating, anxiety, confusion, panic, depression, paranoia</td>
<td></td>
</tr>
<tr>
<td>LSD</td>
<td>Acid, blotterine</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Piece of paper to be placed on the tongue</td>
<td>Relaxation, euphoria, changes in sound and visual perceptions</td>
<td></td>
</tr>
<tr>
<td>Ketamine</td>
<td>K, Special K, Super-K, Vitamin K</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Tablet, powder, or liquid</td>
<td>Dreamy, floating sensations</td>
<td>Feelings of being out of body, nausea, impaired attention and memory, slurred breathing, high blood pressure, loss of consciousness, delirium, amnesia, depression</td>
</tr>
<tr>
<td>DXM</td>
<td>Roboshots</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Pill</td>
<td>Dreamy feelings with visual and sound hallucination</td>
<td>Nausea, itchy skin, loss of motor control, lack of energy, high body temperature and lack of sweating</td>
</tr>
<tr>
<td>Rohypnol</td>
<td>Roofies, Rocho, Rophies</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Dissolved in carbonated drinks</td>
<td>Intoxication, relaxation</td>
<td>Slurred speech, loss of motor control, dizziness, confusion, nausea, low blood pressure, breathing distress, loss of consciousness, blackouts</td>
</tr>
<tr>
<td>Speed</td>
<td>Ice, Meth, Chalk, Cream, Crystal</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>Swallowed, snorted, smoked or injected</td>
<td>Increased alertness, energy, confidence, stamina</td>
<td>Loss of memory, aggression, cannot sleep, lethargy, depression, anxiety, risk of heart failure or stroke</td>
</tr>
</tbody>
</table>

The effects of drugs can be unpredictable. Many of the effects are influenced by the individual taking the drug and the environment.
Welcome to AOD

The Department of Alcohol and Other Drug Services coordinates prevention, intervention, education, and peer leadership opportunities in the area of substance abuse. Join us! Student involvement is a key part of what we do. Our peer education groups are governed for students, by students. Feel free to contact us, and be sure to check back frequently for more opportunities to get involved!

Browse Information For...

- Students
- Parents
- Professionals & Staff

Whats Going On?

- AA Meetings
  [Connecticut A.A. Meetings](#)

- Al Anon Meetings
  Days: Mondays
  Time: 12:00 PM - 12:50 PM
  Location: SU 322

- Late Night
  Every Friday night in the Student Union
  [more info](#)

- Check out a movie!
  Thursday - Saturday in the Student Union Theatre
Alcohol is a depressant that comes from organic sources including grapes, grains, and berries. These are fermented or distilled into a liquid.

Alcohol affects every part of the body. It is carried through the bloodstream to the brain, stomach, internal organs, liver, kidneys, muscles—everywhere. It is absorbed very quickly (as short as 5-10 minutes) and can stay in the body for several hours.

Alcohol affects the central nervous system and brain. It can make users loosen up, relax, and feel more comfortable or can make them more aggressive.

Unfortunately, it also lowers their inhibitions, which can set them up for dangerous or embarrassing behavior. Alcohol is a drug and is only legal for people over the age 21.

According to the Substance Abuse and Mental Health Services Administration (SAMHSA), 2.6 million young people do not know that a person can die of an overdose of alcohol. Alcohol poisoning occurs when a person drinks a large quantity of alcohol in a short amount of time.

A standard drink is:
- One 12-ounce bottle of beer or wine cooler
- One 5-ounce glass of wine
- 1.5 ounces of 80-proof distilled spirits

HEALTH HAZARDS
- People who begin drinking before the age of 15 are four times more likely to develop alcohol dependence than those who wait until age 21. Each additional year of delay to drinking onset reduces the probability of alcohol dependence by 14 percent.
- Adolescents who drink heavily assume the same long-term health risks as adults who drink heavily. This means they are at increased risk of developing cirrhosis of the liver, pancreatitis, hemorrhagic stroke, and certain forms of cancer.
- Adolescents who use alcohol are more likely to become sexually active, which places them at greater risk of HIV infection and other sexually transmitted diseases.
- One study showed that students diagnosed with alcohol abuse were four times more likely to experience major depression than those without an alcohol problem.
- Alcohol use among adolescents has been associated with planning, attempting, and completing suicide.

Information provided by the Substance Abuse and Mental Health Services Administration
www.theantidrug.com
Mechanisms of alcohol poisoning
Alcohol depresses nerves that control involuntary actions such as breathing, the heart beat, and the gag reflex (prevents choking). A fatal dose of alcohol will eventually stop these functions. After the victim stops drinking, the heart keeps beating, and alcohol in the stomach continues to enter the bloodstream and circulate throughout the body.

As a result, the following can happen:
- Victim chokes on own vomit
- Breathing slows, becomes irregular, stops
- Heart beats irregularly or stops
- Hypothermia (low body temperature) leads to cardiac arrest
- Hypoglycemia (too little blood sugar) leads to seizures

Even if the victim lives, alcohol overdose can lead to irreversible brain damage. Rapid binge drinking (which often happens on a bet or a dare) is especially dangerous because the victim can ingest a fatal dose before becoming unconscious.

Critical signs for alcohol poisoning:
- Mental confusion, stupor, coma, or person cannot be roused
- No response to pinching the skin
- Vomiting while sleeping
- Seizures
- Slow breathing (less than 8 breaths per minute)
- Irregular breathing (10 seconds or more between breaths)
- Hypothermia (low body temperature), bluish skin color, paleness

Many people try different methods to reverse the effects of alcohol to become sober. Most of these methods are myths, and they don’t work.

Some common myths:
- Drinking black coffee
- Taking a cold bath or shower
- Sleeping it off
- Walking it off

If you suspect that someone may have ingested a fatal dose of alcohol, help is required immediately:
- Call 911 or the emergency medical number.
- Stay with the victim.
- Keep the victim from choking on vomit.
- Tell emergency medical technicians the symptoms and, if you know, how much alcohol the victim drank. Prompt action may save the life of a friend, or your own.
When medical personnel arrive, they should:
- Protect the airway. This usually means inserting a tube into the trachea to protect it from vomit. Turning the victim on his/her side is not sufficient protection.
- Administer oxygen.
- Monitor breathing, and place victim on respirator if necessary.
- Monitor glucose and other levels in blood.
- Administer medication if convulsions are present.

Some conventional treatments do not work for alcohol overdose:
- Pumping the stomach
- Syrup of ipecac to induce vomiting
- Activated charcoal
- Narcan (to reverse the effects of the central nervous system depressant)

Bystanders (friends, parents, strangers) have a responsibility:
- Know the danger signals (see "Critical Signs" section).
- Do not wait for all symptoms to be present.
- Be aware that a person who has passed out may die.
- If there is any suspicion of an alcohol overdose, call 911 or the emergency number for help. Don't try to guess the level of drunkenness.

What you can do – A call to action
- Write letters to your local editor using this information the next time you notice a news story about an underage drinking incident or underage impaired driving crash.
- Encourage your school principal to present programs on alcohol awareness in health classes.
- Refuse to host underage drinking parties.

Teens pictured in this piece died from alcohol poisoning

Information Provided by:
National Highway Traffic Safety Administration (NHTSA)
www.nhtsa.dot.gov
## Connecticut Liquor Laws

### Summary

<table>
<thead>
<tr>
<th>Possession of Alcohol by Minors</th>
<th>Public Act/Statute</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prohibits possession of alcohol by minor on both public and private property.</td>
<td>Sec. 30-86b, Sec. 14-111</td>
<td>First offense: $181 fine; Subsequent Offenses: A fine up to $500; Subject to a 150 day suspension of motor vehicle license. If not licensed, must wait additional 150 days after eligible for license.</td>
</tr>
<tr>
<td>Prohibits possession by minor of liquor in a motor vehicle</td>
<td>Sec. 14-111a</td>
<td>Subject to 60 day suspension of motor vehicle license.</td>
</tr>
</tbody>
</table>

### Sale or Provision of Alcohol to Minors

| Prohibits permittee or agent of permittee from selling or delivering liquor to minor | Sec. 30-86 | Up to 1 year in prison, and/or fine up to $1,000 |
| Includes internet sales | | |
| Prohibits anyone from allowing minor to possess alcohol or "host" underage drinking parties, and | PA. 06-112 | First offense: $146 fine; Subsequent offenses: Up to 1 year in prison and/or fine up to $500 |
| Prohibits anyone giving or delivering liquor to a minor | Sec. 30-86 | Up to 18 months in prison, and/or fine up to $1,500 |
| Prohibits permittee or employees from allowing minors to loiter on premises where liquor is kept for sale, or where liquor is served at a bar | Sec. 30-90 | Up to 1 year in prison, and/or fine up to $1,000 |
| Permits holders of cafe permits to create "juice bars", meaning an area of a liquor establishment where nonalcoholic beverages are sold to minors. Requires that cafe permit holders notify local police in advance of date when "juice bar" will be made available | Sec. 30-85 | Up to 1 year in prison, and/or fine up to $1,000 |
| Prohibits the sale, purchase, or possession of alcohol without liquid (alcohol vaporization) machines. | PA. 08-95 | Up to 6 months in prison, and/or fine up to $1,000 |

### Fake/False Identification

<p>| Prohibits the misrepresentation of age or committing deception to obtain identity card, or using another's card | Sec. 30-88a, Sec. 14-111e | Up to 30 days in prison, and/or fine up to $500; Subject to a 150 day suspension of motor vehicle license; If not licensed, must wait additional 150 days after eligible for license. |
| Prohibits purchase, attempt to purchase or making false statements to procure | Sec. 30-89 | A fine up to $500 |</p>
<table>
<thead>
<tr>
<th>Summary</th>
<th>Public Act/Statute</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fake/False Identification</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prohibits willfully misrepresenting age on an age statement</td>
<td>Sec. 30-86a</td>
<td>First offense: $100 fine</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Subsequent offenses: $250 fine</td>
</tr>
<tr>
<td>Possession of a keg without the proper required identification tag</td>
<td>Sec. 30-115</td>
<td>Up to 3 months in prison and/or a fine up to $500</td>
</tr>
<tr>
<td>Providing false identification on keg registration receipt</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Youth DUI (Zero Tolerance)</strong></td>
<td>Sec. 14-227g</td>
<td>First offense: Up to 6 months in prison with 48 hours of community service, and/or a fine up to $1,000</td>
</tr>
<tr>
<td>Prohibits minors from operating a motor vehicle if their blood-alcohol-content (BAC) is higher than .02</td>
<td></td>
<td>Subject to a 90 suspension of driver’s license.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Second offense: Up to 2 years in prison with 120 days of community service, and/or a fine up to $4,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Subject to a 9 month suspension of driver’s license.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Third offense: Up to 3 years in prison with 1 year of community service, and/or a fine up to $8,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Subject to a 2 year suspension of driver’s license.</td>
</tr>
</tbody>
</table>

For more information please contact the
**Connecticut Coalition to Stop Underage Drinking,**
a program of the Governor's Prevention Partnership
30 Arbor Street, Hartford, CT 06106
Tel. (860) 623-8042
Fax (860) 236-9412
[www.preventionworksd.org](http://www.preventionworksd.org)
Alcohol affects individuals differently. Your blood alcohol level may be affected by your age, gender, physical condition, amount of food consumed, and any drugs or medication. In addition, different drinks may contain different amounts of alcohol so it is important to know how much and the concentration of alcohol you consume.

For the purposes of this guide:

“One drink” is equal to 1.5 oz. of 80 proof liquor, 12 oz. of regular beer, or 5 oz. of table wine.

A woman drinking an equal amount of alcohol in the same period of time as a man of an equivalent weight may have a higher blood alcohol level than that man. **Women should refer to the Alcohol Impairment Chart for Women.**

Connecticut has set .08% Blood Alcohol Concentration (BAC) as the legal limit for Driving Under the Influence.

For commercial drivers, a BAC of .04% can result in a DUI conviction nationwide.

### Alcohol Impairment Chart for Men

**MEN**

**Approximate Blood Alcohol Percentage**

<table>
<thead>
<tr>
<th>Drinks</th>
<th>Body Weight in Pounds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>100</td>
</tr>
<tr>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>1</td>
<td>0.04</td>
</tr>
<tr>
<td>2</td>
<td>0.08</td>
</tr>
<tr>
<td>3</td>
<td>0.11</td>
</tr>
<tr>
<td>4</td>
<td>0.15</td>
</tr>
<tr>
<td>5</td>
<td>0.19</td>
</tr>
<tr>
<td>6</td>
<td>0.23</td>
</tr>
<tr>
<td>7</td>
<td>0.26</td>
</tr>
<tr>
<td>8</td>
<td>0.30</td>
</tr>
<tr>
<td>9</td>
<td>0.34</td>
</tr>
<tr>
<td>10</td>
<td>0.38</td>
</tr>
</tbody>
</table>

Only Safe Driving Limit
Impairment Begins
Driving Skills Significantly Affected
Possible Criminal Penalties
Legally Intoxicated
Criminal Penalties

One drink is 1.5 oz. of 80 proof liquor, 12 oz. of beer, or 5 oz. of table wine

This chart is intended as a guide, not a guarantee.
# Alcohol Impairment Chart for Women

**WOMEN**

Approximate Blood Alcohol Percentage

<table>
<thead>
<tr>
<th>Drinks</th>
<th>90</th>
<th>100</th>
<th>120</th>
<th>140</th>
<th>160</th>
<th>180</th>
<th>200</th>
<th>220</th>
<th>240</th>
<th>Only Safe Driving Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>1</td>
<td>0.05</td>
<td>0.05</td>
<td>0.04</td>
<td>0.03</td>
<td>0.03</td>
<td>0.03</td>
<td>0.02</td>
<td>0.02</td>
<td>0.02</td>
<td>Impairment Begins</td>
</tr>
<tr>
<td>2</td>
<td>0.10</td>
<td>0.09</td>
<td>0.09</td>
<td>0.07</td>
<td>0.06</td>
<td>0.05</td>
<td>0.04</td>
<td>0.04</td>
<td>0.04</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>0.15</td>
<td>0.14</td>
<td>0.11</td>
<td>0.10</td>
<td>0.09</td>
<td>0.08</td>
<td>0.07</td>
<td>0.06</td>
<td>0.06</td>
<td>Driving Skills Significantly Affected</td>
</tr>
<tr>
<td>4</td>
<td>0.20</td>
<td>0.18</td>
<td>0.15</td>
<td>0.13</td>
<td>0.11</td>
<td>0.10</td>
<td>0.09</td>
<td>0.08</td>
<td>0.08</td>
<td>Possible Criminal Penalties</td>
</tr>
<tr>
<td>5</td>
<td>0.25</td>
<td>0.23</td>
<td>0.19</td>
<td>0.16</td>
<td>0.14</td>
<td>0.13</td>
<td>0.11</td>
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One drink is 1.5 oz. of 80 proof liquor, 12 oz. of beer, or 5 oz. of table wine.

This chart is intended as a guide, not a guarantee.
Parents & Family Information

Important Information About CMHS Fees and Insurance Billing, Fall 2012

A time of transition

College is a period of transition, not only for your student, but for you and other members of your family. During this time of change your student will continue to need your support. Parents and Families can help by trusting and encouraging your student in their pursuits. Accept that you won't know every detail of your student's life. Most students come to college from a somewhat structured environment. Although your student may never have lived away from you before, it is important to realize that going to college is an exciting and important step in his/her maturation. The values and ethics you instilled will help your student make good choices and decisions. It is extremely helpful to talk about this with your student throughout their first year at UConn.

Your student is now at UConn where staff understand the developmental process and transitional issues experienced by students. Although UConn can seem like a large place, staff are ready to help students adjust to life here. This requires effort on the part of your student, as staff depend on students to come forward if they need help.

How to identify or decide if my child needs counseling?

- They feel an overwhelming and prolonged sense of sadness and helplessness in their futures
- Their emotional difficulties make it hard for them to function day to day. For example, they are unable to concentrate on assignments and their class performance suffers as a result

Transition Year for Parents/Families

Need help picking a school that is the best fit, looking for tips on managing stress once on campus, or wanting guidance to make a smooth transition then, this site has the tools and information for you. Transition Year is an online resource center to help you focus on emotional health before, during, and after your student's college transition.

Visit the Transition Year Website
- Their actions are harmful to themselves or others
- They are troubled by emotional difficulties facing family members or close friends
- They just need someone with whom to talk
- They have been in counseling and mental health services before and need follow-up

**Role of CMHS**

CMHS offers students individual therapy, couples therapy, group therapy, medication evaluation and monitoring, and emergency services. If a student needs services that CMHS does not provide, CMHS Staff will work with students on referring to other resources on campus or in the community.

Individual counseling is offered on a short term model with longer-term counseling offered through **group**. For a full list of CMHS clinical services please click on this [link](#).

[Important Information About CMHS Fees and Insurance Billing](#).

**How to help your child seek counseling**

Talk to your child about seeking support, work with them on initiating services – it all starts with a phone call.

**Triage & Brief Assessment (Routine)**

- If you are new to CMHS, please call during our regular center hours of 8:30a.m. to 4:40p.m. to schedule a brief assessment. During this time we will triage your concerns, provide you with both on-campus and off-campus referrals as appropriate, and in the case of emergencies, connect you with immediate crisis services.

**Triage & Brief Assessment (Emergency)**

- CMHS provides same day services for crisis and emergency situations. If you are in crisis or have an emergency
contact us during our usual hours of M-F from 8:30a.m.-4:30p.m.

- We can arrange for you to meet with our daily on-call therapist to discuss the nature of your concerns, provide helpful interventions, and discuss options and recommendations that meet your clinical care requirements.

- If you are in need of emergency service at other times, please see our website for more information as to how to Access Emergency Services. If you are in a serious and life threatening emergency, please bypass this information and call 911 immediately for the UConn Police.

If you are concerned about your child's emotional or mental wellbeing and they are not responsive to your suggestion for counseling, give us a call and we can talk with you about further options.

If you are concerned about your child's safety, you may contact Residential Life staff or the Office of Student Services and Advocacy.

If you suspect your child might have engaged in life threatening behaviors or has made a threat of harm to self or others, and/or their whereabouts are unknown to you, notify UConn Police. Information that is helpful in addressing such an emergency is: last time of contact; concerning statements; contributing stressors; knowledge of substance use; medical concerns; knowledge of access to weapons; any previous history of life-threatening behaviors.

**Limits of information**

All contacts with Student Health Services/Counseling & Mental Health Services are strictly confidential in accordance with Connecticut state privacy laws. Records are not available to individuals or agencies, either on or off campus, without a student's specific written permission. CMHS records are kept separately from medical records but are available to Student Health Services providers on a need-to-know basis. Copies of psychiatric medication prescriptions, laboratory reports, and a notation that there is a CMHS record are in the Student Health Services medical record. By law and by professional codes of ethics, confidentiality is only broken by a therapist when 1) the student is in imminent danger of harm to self or others 2) a therapist suspects abuse or neglect of a child under the age of 18 or other dependent or 3) a court orders a
record. Even in these cases, we will try our best to work with the student in communicating this information to other parties. In accordance with university policy, CMHS records are destroyed after seven years.

**What We Can Do**

Even within the limits of confidentiality, we strive to partner with our parents and families. If you have information you feel is important to let us know, we encourage you to call with the understanding that what you share with us can be shared with your student. We are also glad to speak with you in *hypotheticals* to give you the best idea of what typically happens with students seeking mental health services. Our mission includes working with parents and family, so we strongly encourage you to contact us and let us consult with you to obtain the best outcome possible for you and your student.
Faculty & Staff Information

Important Information About CMHS Fees and Insurance Billing, Fall 2012

How to refer a student to CMHS

1. Faculty and/or any concerned campus staff person can refer a student by having the student call to make an appointment for Triage;

2. Faculty and/or any concerned campus staff person can walk the student over to the CMHS office;

3. Faculty/Staff person can look over our CMHS Staff site to find out more information about us to help refer your student directly to a person on staff rather than just to our office.

4. Faculty and/or any concerned campus staff person can request assistance from campus Police if concerned that a student may be at risk of hurting self or others.

5. Faculty/Staff can read the "Helping Students in Distress Guide" by clicking HERE.

Who gets services at CMHS?

Any student registered at Storns qualifies for services. Here are just a few of the concerns that bring students to seek counseling:

- Adjustment to college life
- Low self-esteem
- Assertiveness and decision making
- Insomnia or excessive sleep
- Sexual orientation or coming out
- Out of control thoughts/behaviors
- Difficulty with attention/concentration
- Illness or death of a family member or close friend
- Relationships and communication issues (friends, partners, roommates)
- Uncertainty about leaving school
- Suicidal thoughts
- Lack of motivation
- Depression or mood swings
- Anxiety or panic attacks
- Eating disorders
- Parent and family conflicts
- Coping with medical illness
- Unwanted pregnancy
- Sexually transmitted diseases

What services are offered at CMHS?

- Individual therapy, couples therapy, group therapy.
- Medication evaluation and monitoring
- Emergency services
- Referrals
- Consultation services for faculty and staff
- For a full listing of CMHS Services Click Here

Important Information about CMHS Fees and Insurance Billing Fall 2012

What might faculty watch out for when concerned about a student?

- Students exhibiting emotional distress: signs of anxiety, depression, unmanageable anger
- Isolated students
- Adjustment issues
- A stress level that raises concern
- Excessive worries
- Notably elevated or decreased mood
- Suspected alcohol and/or drug abuse
- Notable irritability, disruptive behaviors and peer conflicts
- Fatigue and social withdrawal
- Threatening and/or aggressive behavior to self and/or others
- Signs of inability to care for self
- Indications of self-destructive thoughts (verbalized, written)
- Any significant change in a student’s behavior, appearance or demeanor

Why Do People Consider Using
Counseling?

Counseling is a partnership between an individual and a professional who is trained to help people understand their feelings and assist them with changing their behavior. People often consider counseling under the following circumstances:

- They feel an overwhelming and prolonged sense of sadness and helplessness in their futures.
- Their emotional difficulties make it hard for them to function day to day. For example, they are unable to concentrate on assignments and their class performance suffers as a result.
- Their actions are harmful to themselves or others.
- They are troubled by emotional difficulties facing family members or close friends.
- They just need someone with whom to talk.

As faculty and staff, you are often the first to notice concerning behavior from our students. If you have and concerns or questions, ask! Consult with fellow faculty members, call CMHS, contact the Office of Student Services and Advocacy and so on. There are many on the UConn campus who are here to help. Open communication is one of our best ways to reduce problem behaviors and help our troubled students.

Requests for Academic Accommodations

Students who are seeking accommodations based upon mental health concerns, particularly for time-limited or immediate issues, should be encouraged to negotiate directly with their professors. CMHS Staff may provide students with a "DOCUMENTATION OF VISIT FORM" to verify a student's consultation at CMHS. CMHS Staff should not write directly to professors to request accommodations on behalf of a student. If students would like further guidance regarding their enrollment, withdrawal, or status, they should be referred to the Office of Student Services and Advocacy (OSSA). CMHS Staff may provide OSSA with information with a signed release of information. All other academic accommodations must be administered through the Center for Students with Disabilities (CSD). With a signed release of information, CMHS Staff may provide the CSD with clinical information to assist in their determination pertaining to an accommodation(s).

Requests for Documentation
relative to Dismissal Appeals and Financial Aid Decisions:

Students seeking evidence of mental health concerns as part of appeal processes on campus (often regarding academic dismissal and financial aid decisions) will be provided with documentation of their work with CMHS. This documentation will verify visit dates, and indicate degree of compliance with treatment recommendations. Disclosure of diagnostic information will be limited to individuals who are sufficiently licensed to interpret this information, and who are engaged in the patient’s care. Per our accrediting body, the International Association of Counseling Services (IACS), CMHS does not make admissions, disciplinary, curricular or other administrative decisions involving students. Per state privacy law, disclosures for the purposes of appeals require a written release of information.
UNIVERSITY OF CONNECTICUT
SEXUAL HARASSMENT PREVENTION TRAINING

Presented by
THE DEPARTMENT OF DIVERSITY AND EQUITY (DOE)

211 Glenbrook Road
Windsor Locks, CT 06096

Toll Free: 1-866-UNH-1234

TEL: (860) 685-1234

www.unh.edu

AGENDA
• Why is this Workshop Important to Me?
• Applicable Federal & State Laws
• Applicable University Policy
• Definition of Sexual Harassment
• Conduct that May Constitute Sexual Harassment
• Consequences & Risks
• Your Rights, Responsibilities & Obligations
• Remedies Available
• Reporting

TRAINING TEAM
• Elizabeth Turl, J.D., Associate Vice President & Title IX Coordinator
• Nicholas Yoko, J.D., Case Manager
• Nancy Hynes, J.D., Case Manager
• Katherine Johnson, Sexual Compliance Coordinator
• Kathleen Boies, Director, Women's Center
• Angela Rice, Ed.D., Asian American Cultural Center
• Ann Randall, J.D., Paralegal and Legal Administrator

WHY IS THIS WORKSHOP IMPORTANT?

Because...
SEXUAL HARASSMENT IS ILLEGAL

Training Mandated by
C.G.S. §46a-54(15)(B)

APPLICATIONS FEDERAL & STATE LAWS

● Handouts - Going “Green”
● Cell Phones/Blackberries
● Laptop
● Questions & Breaks
● Late Entry/Early Exit

SEXUAL HARASSMENT IS PROHIBITED BY

Title VII of the Civil Rights Act of 1964, as amended, 42 United States Code section 2000e et seq.

Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex in education programs and activities that receive federal financial assistance.

The State of Connecticut’s Discriminatory Employment Practices Law, subdivision (b) of subsection (a) of section 46a-60 of the Connecticut General Statutes.
A violation of this policy will be found where:

a) submission to harassment of any kind is made either explicitly or implicitly a term or condition of an individual's employment, performance appraisal, or evaluation of academic progress; or

b) these actions have the effect of creating a hostile learning or working environment.

On August 7, 2013, the University's Board of Trustees approved the Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships.

On January 25, 2012, the University's Board of Trustees approved the Sexual Assault Response Policy and the UConn Child Abuse and Neglect Reporting Policy.

We encourage all students, staff, and faculty to review these policies.

Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence.

Sexual harassment, including sexual assault, can involve persons of the same or opposite sex.

Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sex stereotyping, and which may include physical aggression, intimidation or hostility, are considered sex-based harassment and are similarly prohibited.

Faculty/Staff → Student
or
Supervisor → Employee
or
Faculty/Staff → Faculty/Staff
(Advisored by ODE)

Student → Student
(Advisored by Community Standards)

or
Student → Faculty/Staff
(Advisored by ODE and/or Community Standards)
**Examples of Sexual Harassment**
- Unwelcome Sexual Advances
- Suggestive or Lewd Remarks
- Unsolicited Hugs, Touches, Kisses
- Requests for Sexual Favors
- Retaliation for Complaining About Sexual Harassment
- Derogatory or Pornographic Posters, Cartoons, Drawings, or Emails
- Sexual Assault

**Myth**
If females watched the way they dressed, there would not be a problem with sexual harassment.

**Fact**
Sexual harassment can happen to anyone, no matter how they dress. It typically has more to do with power than with sexual attractiveness or appearance. A particular way of dressing is not permission to touch or otherwise harass.

**Myth**
Most people enjoy sexual attention at work and school.

**Fact**
Not necessarily. One person's teasing may be another's sexual harassment. Some people may be angry, while others may be embarrassed.

**Myth**
Nice people could not possibly be harassers.

**Fact**
Harassers generally do not fit any particular mold. They come in all forms, including well-liked and talented, respected professionals.

**Myth**
Harassment will stop if a person just ignores it.

**Fact**
Harassers often believe that if a person ignores harassing behavior, s/he likes it. The lack of response is seen as approval or encouragement. Studies show that in most cases when harassment is ignored, it continues and often gets worse.

**Principles to Remember**
- Silence cannot be construed as acceptance;
- Context, body language, and tone of voice are key factors to consider;
- People generally appreciate well-intended compliments; they do not want to be degraded, abused, objectified, threatened or singled out on the basis of their sexuality; and
- Gender and cultural differences will affect perceptions.
DID YOU KNOW?

Victims and harassers can belong to the same protected class. E.g., individuals of the same gender or race/ethnicity (etc.) can engage in sexual harassment of each other.

Third parties who overhear comments or witness sexual harassment may also file complaints.

E.g., male employees can file claims against other male employees who were overheard making derogatory remarks about women (hostile work environment) and vice versa.

POWER RELATIONSHIPS

Faculty/Staff ––––––Student or Supervisor ––––––Employee or Faculty/Staff ––––––Faculty/Staff or Graduate Student ––––––Undergraduate

"Not only are teachers [and other university employees] afforded unique access to students, they also are vested with significant authority and control over those students.


NEGATIVE EFFECTS OF SEXUAL HARASSMENT

♦ Affects overall work productivity
♦ Contributes to poor performance
♦ Causes interpersonal conflicts
♦ Creates a hostile work environment
♦ Adds to absenteeism/turnover
♦ Leads to complaints/grievances

RESPECT AND CIVILITY

"As members of an academic community, we seek to foster a spirit of civility and collegiality through open and honest communication. We strive to protect the health, safety and well-being of all persons... We value an environment that is free from harassment, intimidation, bullying, incivility, disrespect and violence."

"Engaging in behaviors that harass, intimidate, bully, threaten or harm another member of the University community does not support a respectful and civil work environment."

RESPECT AND CIVILITY

The General Rules of Conduct expressly prohibit:

• interfering in any way with the work of others;
• conducting oneself in any manner that is offensive, abusive, or contrary to common decency or morality; and
• carrying out any form of harassment including sexual harassment.
Conduct & Civility: A Respectful Environment

- Some inappropriate behaviors are not construed as violation of policy
- Some inappropriate behavior is clearly recognizable as a violation of policy and may violate law

Small ongoing inappropriate behaviors can escalate over time
- Gossip
- Unwelcome Behavior
- Harassment
- Sexual Remarks
- Food Language

Institutional Liability Under Title VII

If the harassment did not lead to a tangible employment action, the employer is liable unless it proves that

1. It exercised reasonable care to prevent and promptly correct any harassment, and
2. The employee unreasonably failed to complain to management or otherwise failed to avoid harm.

Institutional Liability Under Title IX

An employer is liable for proven co-worker harassment if it knew or should have known of the misconduct but failed to take prompt and appropriate corrective action.

Protecting Students Under Title IX

- When students are sexually harassed in the learning environment, a college or university will be liable if a higher-level official—who at minimum has authority to address the harassment and institute corrective measures on the school's behalf—receives actual notice of, and is deliberately indifferent to, it.
  a. Sexual Assault is the most severe form of sexual harassment
  b. The U.S. Department of Education's Office of Civil Rights extends obligation to respond beyond those who actually have authority to address the harassment, but also to any individual "who a student could reasonably believe has this authority or responsibility."

Institutional Liability Under Title VII

The employer is automatically liable for harassment by managers/supervisors when the harassment culminates in a tangible employment action.

A tangible employment action requires an official act of the employer and in most cases, inflicts direct economic harm.

Examples of Tangible Employment Action
- Demotion
- Denial of Promotion
- Termination
- Unfavorable Reassignment

New Policy on Sexual Harassment and Inappropriate Relationship

- A single, comprehensive discrimination, and harassment policy approved by the Board of Trustees on August 7, 2013
- Articulates University values and community conduct expectations
- Clarifies manager reporting obligations
- Adds language prohibiting certain romantic relationships where power disparities are present
  - "Romantic" includes intimate, sexual, and/or any other type of amorous encounters or relationships, whether casual or serious, short-term or long-term.
Faculty/Staff Relationships with Undergraduate Students
- All faculty and staff are prohibited from entering into a romantic relationship with any undergraduate student.

Faculty/Staff Relationships with Graduate Students
- All faculty and staff are prohibited from entering into a romantic relationship with a graduate student unless the individual's authority:
  - Is inherently unstructured, secret, or involving indirect supervision.

Graduate Student Relationships with Other Students
- Any romantic relationship between a graduate student and a student even when they have authority is prohibited.

Students have an obligation to be respectful and appropriate in the learning environment towards you and their peers under the Student Code. As a University employee, you are in a position of authority to model appropriate behavior and to stop any inappropriate behavior.

Uncivil and harassing behavior in the learning environment should be stopped (by you) as soon as possible.

Refer especially severe, difficult, or pervasive cases to your department head, dean, and/or Community Standards. Students who are acting out often need additional assistance and you are probably not best positioned to provide that assistance.

EMPLOYMENT CONTEXT
- All faculty and staff are prohibited from pursuing or engaging in romantic relationships with employees whom they are currently supervising.

EXISTING RELATIONSHIPS
- If a relationship existed prior to this policy, the person in a position of authority must disclose the relationship to ODR and/or OSER by November 7.

- If a relationship existed prior to joining the University, that relationship must be disclosed to ODR and/or OSER by the employee in a position of authority prior to accepting a supervisory role.

APPLYING THE POLICIES

WHAT WOULD YOU DO?

MANAGER REPORTING OBLIGATIONS

Deans, Directors, Department Heads, and Supervisors are obliged to report any discrimination, harassment, or inappropriate romantic relationship to ODR and/or OSER as soon as it becomes known to them.

Manager reports may include but are not limited to a policy violation as serious as the original discriminatory act.

Complaints about student misconduct are addressed through Community Standards. "Student" includes student-employees and graduate students, even when acting as Teaching Assistants or Research Assistants.

SEXUAL ASSAULT RESPONSE POLICY

PURPOSE:
- Promote a safe campus environment
- Assist University employees in responding to reports of sexual assault in a timely and comprehensive manner
- Provide information to victims about medical treatment and on and off campus support services

When appropriate, facilitate on campus investigation processes and/or factor involvement of ODR and/or OSER in all University reporting offices (Title IX Coordinator, ODR, Community Standards) share non-identifying information about the reported assault with the Quinn Police
WHEN DOES SEXUAL HARASSMENT RISE TO THE LEVEL OF SEXUAL ASSAULT?

- For purposes of the University's sexual assault response policy, "sexual assault," in addition to rape, includes unwanted physical contact with the intimate parts of a person's body for purposes of sexual gratification, humiliation or degradation.

- The gender of the alleged victim and alleged perpetrator are irrelevant.

- The sexual assault response policy supersedes, but does not replace, University Policies on sexual harassment and state law governing mandated reporters of child abuse.

WHO IS REQUIRED TO REPORT SEXUAL ASSAULT?

- All employees (including student payroll)

CAN I PROTECT A VICTIM CONFIDENTIALLY?

- Yes. Your information will be kept confidential. However, if you are required to report sexual assault as an employee, you must report any discrimination as soon as possible.

- The Title IX Coordinator (whitej@uchsc.edu; 860-679-2245)

- The Director of Diversity and Equity (860-679-3193)

- The Office of Undergraduate Student Affairs (860-679-2345)

- The Office of Graduate Student Affairs (860-679-7315)

- The Office of Lifetime Learning (860-679-3155)

WHERE CAN I REPORT THE ASSAULT?

- Title IX Coordinator, Office, or Office of Community Standards

- Do victims have options for confidential assistance?

- Yes. Sexual Assault Crisis Center of Eastern CT or UConn's Counseling and Mental Health Services

- What is the best way to respond?

- Address safety and medical concerns first, including providing a list of resources to the victim. As soon as possible, report the assault to one of the 3 offices above

WHEN & TO WHOM YOU MUST REPORT

- If you receive a report of a sexual assault, you must report discrimination as soon as possible.

- The Title IX Coordinator (whitej@uchsc.edu; 860-679-2245)

- The Director of Diversity and Equity (860-679-3193)

- The Office of Undergraduate Student Affairs (860-679-2345)

- The Office of Graduate Student Affairs (860-679-7315)

- The Office of Lifetime Learning (860-679-3155)

- REPORT SHOULD INCLUDE:

  - Name, sex, and location of the assault
  - Details about reporting the assault
  - Date the incident was reported to you
  - Identity of the victim and perpetrator (if disclosed)
  - Other relevant and useful information

Employee should not take it upon themselves to investigate any report of a sexual assault.

RETRIBUTION

- Retaliation against an individual for filing a complaint or charge of discrimination, participating in an investigation, or opposing discrimination practices is prohibited.

- An employer may not fire, demote, harass or otherwise "retaliate" against an individual for reporting, or filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination.

- The standard for retaliation includes any action that would dissuade a reasonable individual from coming forward to report discrimination and/or to participate in an internal/external investigation.

WHEN "TALKING TO THE VICTIM"

- Be direct about your obligation to report the assault to University officials pursuant to University Policy

- Remind her/him that her conversation will be private but not confidential

- Offer assistance, including assistance in seeking help with obtaining necessary medical attention

- Provide her/him with the resources listed in www.sexualviolence-uconn.edu

- Encourage her/him to self-report to the UConn Police, but let her/him make that choice

CONSEQUENCES AND RISKS

- Individuals who commit acts of sexual harassment may face disciplinary action.

- Disciplinary Action may include Verbal Counseling, Letters of Warning, Suspension & Termination.

- Individuals who commit acts of sexual harassment may be subject to both civil and criminal penalties.

- Harassers can be held personally liable if acting outside the scope of their employment.
WHAT TO EXPECT IF YOU FILE AN INTERNAL COMPLAINT

- All complaints are taken seriously.
- Confidentiality is maintained to the extent possible by law and consistent with adequate investigation.
- Complaints are investigated promptly.
- Retaliation, where established, will be dealt with and result in disciplinary action against the harasser.
- Coverage is extended to applicants, employees and third parties.

FEDERAL LAW

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02223
(617) 565-7100 / (800) 669-4000
TTY: (800) 669-6826

Federal law requires that a formal written complaint be filed with the EEOC within 180 days of the date when the alleged harassment occurred (must be filed within 300 days of the date when the alleged harassment occurred).
WHAT’S YOUR CONNECTION?

- If you or someone you know has experienced any of the following please sit down:
  - Sexual assault
  - Stalking
  - Dating violence
- If there was something you could do to stop even just one person from being sexually assaulted, stalked or victimized by dating violence on this campus this year, would you?

A LETTER FROM PRESIDENT HERBST...

"Every member of the University community should be aware that sexual violence is prohibited by law and by University policy and that the University will not tolerate any form of sexual violence. The University will take appropriate action to prevent, correct, and discipline behavior that is found to violate the University's Policies. All reports of sexual assault are taken with the utmost seriousness, and the individuals involved will be referred to the appropriate persons for assistance. Victims of sexual assault can expect to receive information regarding available resources."

UCONN’S SEXUAL ASSAULT POLICY

All University employees without privileged communication are required to contact Community Standards, Office of Diversity & Equity or the Title IX Coordinator when someone discloses they have been sexually assaulted.

Confidential On-Campus Resources:
- Counseling & Mental Health Services - 860.486.4705
- Student Health Services - 860.486.4837
- Humphrey Clinic - 860.486.3692

Confidential Off-Campus Resources:
- Sexual Assault Crisis Center of Eastern CT
  - 24-hour hotline: 860.456.2789
- Domestic Violence Program of United Services, Inc
  - 860.456.9476

UCONN’S COMMUNITY RESPONSE TEAM (CRT)

For Survivors of Sexual Assault, Stalking, Sexual Harassment, and Domestic Violence

On-Campus Resources
- Student Health Services, Women’s Clinic: 860.486.4837
- Counseling and Mental Health Services: 860.486.4705
- Women’s Center: 860.486.4738
- Department of Residential Life: 860.486.3430
- Office of Student Services and Advocacy: 860.486.3425
- Community Standards: 860.486.8402
- Office of Diversity & Equity/Title IX Coordinator: 860.486.3943

University Police: 911 or 860.486.4800

Local Resources (Off-Campus)
- Sexual Assault Crisis Center of Eastern Connecticut
  - 24-hour hotline: 860.456.2789
  - Willimantic Office: 860.456.3595
- Domestic Violence Program of United Services, Inc: 860.456.9476

*Confidential Options
WHAT HAVE YOU BEEN TAUGHT?

• What have you been taught about how to prevent a sexual assault?

• Target hardening vs. real prevention

WHAT CAN WE DO?

What it Means to Be a Husky!

• Language, beliefs, attitudes
• Stop using sexist language
• Create a climate of respect
• Promote effective sexual communication
• Support rape survivors
• Learn about rape and intimate partner abuse
• Speak up about sexist behaviors and jokes
• Be empowered bystanders
  ➢ What Would You Do...?

PRE-WORKSHOP SET-UP/MATERIALS

Please make sure you have:
  a) Workshop scripts (2)
  b) Consent sign
  c) Big sticky paper (3)
     i. One sheet for guidelines
        ii. One sheet for group definition of consent (should cover the UConn definition until it is revealed)
        iii. One sheet to draw CONSENT/NO CONSENT arrows
  d) Tape
  e) Markers

Please handout:
  a) Scrap paper for consent definition (25-30) (hand out when you get to slide 12)
  b) Definitions and CRT information (25-30) FIRST-YEARS KEEP (hand out when you get to slide 24)
  c) Scenarios handout (25-30) RECOLLECT (hand out when you get to slide 30)
  d) *Link diagram (25-30) RECOLLECT (hand out when you get to slide 36)
  e) VAWPP sign-up list (1) (hand out when you get to last slide)

Room Set-Up:
• Students should be facing one another

PEER FACILITATOR INTRODUCTION

• Name; Year; Major
• Why you are involved in this training
• Set up guidelines — Ask students what they need to feel comfortable during session
• Ask for respect for survivors of sexual violence when offering comments
• Permission to take care of selves or reach out to us after the session
• Get 1-word reaction from What Would You Do? video (Inform first-years that all groups will revisit bystander intervention later on)

WHAT IS CONSENT?

• Have them write an element of sexual consent on scrap paper. In other words “this” would equal consent or “this” needs to be in place for there to be consent.
• Have them crinkle paper into a ball.
• When everyone is done — have them throw it across the room and pick up someone else’s paper. (Do not have them throw to specific person.)
• Write responses on the board
• They are all the gatekeepers of the definition of consent that we come up with for this exercise.
• Anytime anyone strays from “our” definition of consent, I need you to speak up.
• Before moving on ask if anyone would like to add, change or delete anything.
**VISUAL VOTING**

- We are going to start out with an activity we call visual voting. The center line of the room (in front of me) represents the unsure zone (it's totally okay to be in this zone), to my RIGHT is CONSENT and to my LEFT is NO CONSENT.

- I'll read a scenario and ask that you move to the spot in the room that best represents your views.

  (Once folks have located themselves, ask some to share why they chose as they did — the point of this exercise is the discussion, not the answer).

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**SCENARIO 1**

Shannon and Kevin were casually hooking up consensually before Shannon studied abroad. After returning to UConn the following semester, Shannon was on her way to class when all of a sudden she felt someone sneak up behind her and grab her butt. Before she could even turn around to see who it was, she heard Kevin whisper “Damn, I’ve missed this butt.”

**Consent or no consent?**

---

**Talking points if you need help (w/scenario 1):**

- Just because Shannon gave consent months ago does not mean Kevin is exempt from obtaining clear and affirmative words or actions that indicate Shannon’s willingness or desire to be touched.

  “Just because you have tickets to the first basketball game of the season does not mean you have a season pass.” — Venida Rodman Jenkins

---

**SCENARIO 2**

Omari breaks up with Derek days after their three year anniversary. Two weeks later Derek runs into Omari at Huskies. Derek notices that Omari’s friend Jamie is cozying up to Omari. Later that night, Derek, feeling jealous and angry, texts a naked picture of Omari to every contact in his phone, including Jamie. Omari had sent the picture to Derek weeks before they broke up. The next morning Omari signs on to Facebook only to see his picture turned in to a meme all over his news feed.

**Consent or no consent?**
Talking point if you need help (w/ scenario 2):

- Derek sharing a photograph of a sexual nature with anyone in his phone, even just one person, without Omari’s explicit consent is a violation of the Student Code of Conduct.

- Was there consent? Why or why not?

- Check it with each point of the THEIR consent definition

- What did the initiator do to obtain consent? What could they have done?

Scenario 3
An account of a Friday night out...

"I was at a party and a friend and I were talking most of the night. We ended up in his room where we started kissing. He wanted to have sex and I didn’t. I told him no several times, but he continued to pursue. He kept trying for so long and I felt I couldn't get away. Finally, I just asked him to use a condom. Immediately after sex I left. I somewhat blame myself because I could have tried harder to fend the person off. At the time I felt the easiest way out was just to let him continue. If I had shouted, someone would have helped, but because he was a mutual friend, I wanted to avoid a scene."

Consent or no consent?
Please point out if folks are assuming the victim is a woman

Talking points if you need help (w/ scenario 3):

- Coercion is the use of emotional manipulation to persuade someone to do something they may not want to do such as being sexual or performing sexual acts.
- S/he made it more than clear that she did not want to engage in intercourse, however, even if she hadn’t explicitly said “no” without an affirmative “yes” he is still in violation of the Code of Conduct.
- Asking him to use a condom does not translate to “yes.”

REVEALING UCONN’S DEFINITION OF CONSENT

- Was there consent? Why or why not?

- Check it with each point of the THEIR consent definition

- What did the initiator do to obtain consent? What could they have done?

*Ask them to hang on to this; remind them even though they may not need it, a friend of theirs might
CONSENT DEFINITION

as it relates to sexual misconduct

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

FYI – REMINDERS ABOUT ALCOHOL

- Remember the students just came from their alcohol & other drug workshop
  - An individual who is incapacitated by drug and/or alcohol both voluntarily or involuntarily consumed may not give consent.
  
  - If you are unsure whether or not person is incapacitated, wait until you are sure before you engage in sexual activity
  - #1 predatory drug is alcohol
  - Rape is the outcome of someone taking advantage of another person – NOT the outcome of drinking too much; most of the time people don’t change that dramatically where they would rape another person

FYI – REMINDERS ABOUT CONSENT

- If you don’t KNOW it’s “NO”
- If she/he is intoxicated, it is “NO” – a drunken yes still means “NO”
- Maybe is NOT “YES”!
- Silence is NOT “YES”!
- No consent = rape
  - Sexual violence IS NOT about love, attraction, intimacy, sexuality, or an exclusively heterosexual act perpetrated on female victims
  - Sexual violence IS about power and dominance

ALCOHOL INCAPACITATION

Incapacitation is a state where someone cannot make rational, reasonable decisions because s/he lacks the capacity to give knowing consent (e.g. to understand the “who, what, when, where, why, or how” of their sexual interaction).
  - Sexual activity with someone who one should know to be, or based on circumstances should reasonably have known to be, mentally or physically incapacitated (by alcohol or drug use, unconsciousness or blackout), constitutes a violation of The Student Code.
  - A person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the consumption of rape drugs cannot give consent.
  - Alcohol related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication.

...INCAPACITATION CONT.

Evidence of incapacity may be detected from context clues, such as:
  - Stumbled speech
  - Bloodshot eyes
  - The smell of alcohol on their breath
  - Shaky equilibrium
  - Vomiting
  - Unusual behavior
  - Unconsciousness

Context clues are important in helping to determine incapacitation. These signs alone do not necessarily indicate incapacitation.

Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied or actual) and/or coercion that overcome resistance.

Involuntary is unreasonable pressure for sexual activity. Coercion is the use of emotional manipulation to persuade someone to do something they may not want to do such as being sexual or performing certain sexual acts. Being coerced into having sex or performing sexual acts is not consenting to having sex and is considered sexual misconduct.

Please do not skip this slide

Please pass out the scenarios handout

*First-years will return this handout to you or your co-facilitator before leaving*

- Using the definitions handout they received earlier, please ask students to identify which sexual misconduct category each of the scenarios (1,2 and 3) fall in to

Answers:
- Scenario 1: Non-consensual sexual contact
- Scenario 2: Sexual exploitation
- Scenario 3: Non-consensual sexual intercourse
MAKING A SMOOTH TRANSITION TO Bystander EMPOWERMENT

- So now that we understand the UConn definition of sexual consent, and how sexual assault might look on a college campus – let’s continue our discussion about community responsibility by sharing strategies on how we can be an empowered bystanders.

- Researchers from the University of New Hampshire have developed a program which helps us frame our understanding of bystander intervention and it’s called Bringing in the Bystander.

DEFINITIONS:

- Bystanders are individuals who witness emergencies, criminal events or situations that could lead to criminal events and by their presence may have the opportunity to provide assistance, do nothing, or contribute to the negative behavior.

- A positive bystander model calls for prevention efforts that take a wider community approach rather than simply targeting individuals as potential perpetrators or victims.

- In the context of this program, pro-social bystanders are individuals whose behaviors intervene in ways that impact the outcome positively. This is how we’re going to see you when you return to our community in August.

BRINGING IN THE Bystander™ A PREVENTION WORKSHOP FOR ESTABLISHING A COMMUNITY OF RESPONSIBILITY

FACTORS THAT AFFECT Bystander INTERVENTION

Research confirms:

Recognizing the situation
- One must be aware of the problem and recognize the negative impact on the victim (Batson, 1998).

Being asked
- Those who are asked are far more likely to intervene than those who are not asked (Moriarity, 1973).

Role models
- Having role models who help and witnessing others provide help in other situations can facilitate intervention (e.g., Batson, 1998).

Group size/ diffusion of responsibility
- The more bystanders one thinks is present, the slower to act (Latane & Darley, 1970).

What other factors deter or inspire bystander intervention?

DECISION MAKING-PROCESS

QUESTIONS TO ASK BEFORE I TAKE ACTION:
- Am I aware there is a problem or risky situation?
- Do I recognize someone needs help?
- Do I see others and myself as part of the solution?

QUESTIONS TO ASK DURING THE SITUATION:
- How can I keep myself safe?
- What are my available options?
- Are there others I may call upon for help?
- What are the benefits/costs for taking action?

DECISION TO TAKE ACTION:
- When to act?
- What are my available resources? Classmates, friends, phone, etc.
- Implement your choice safely!
EXERCISE

- Think back to a time where you intervened in a situation. Were you scared? Nervous? What prompted you to do it? How did you feel afterwards?

- Think of a time where someone stood up/ intervened for you. How did you feel afterwards?

WHAT IT MEANS TO BE A HUSKY!

Share one thing you’re going to avoid, begin or continue after this session (let them pass if they can’t think of anything)

FINAL WORDS! FINISH STRONG

- If you or a friend end up needing help please remember you have a number of options! Please pass out Community Response Team (CRT) and definitions handout

- YOU CAN GET INVOLVED! It organizations that provide healthy connection or challenge unhealthy norms. Please pass out VAWPP SIGN-UP SHEET

- "When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak." – Audre Lorde (feminist poet)

- "What hurts the victim most is not the cruelty of the oppressor but the silence of the bystander." – Elie Wiesel (Holocaust survivor)
National surveys report that one in five women, and one in sixteen men, are sexually assaulted while in college.
http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.pdf

What is sexual assault?
Sexual assault is rape or unwanted physical contact with the intimate parts of a person’s body for purposes of sexual gratification, humiliation or degradation. The University defines “consent” to physical contact as an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.

What is intimate partner/relationship violence?
Intimate partner violence is any physical or sexual harm against a person by a current or former spouse or someone in a dating relationship with that person. The harm includes sexual assault, stalking, and domestic violence. Relationship violence is a pattern of behavior in an intimate relationship that is used to establish power and control over another person through fear and intimidation. Examples of relationship violence include: slapping, pulling hair, punching, damaging a person’s property, driving recklessly to scare someone, name calling, humiliating someone in public, harassment, or threats of abuse such as threatening to hit, harm, or use a weapon on another (whether on an individual or that individual’s friends and family members).
http://sexualviolence.uconn.edu/sexualassault/assault.html

How can I reduce my risk of being sexually assaulted while under the influence of drugs and/or alcohol?
Remember that it is never a person’s fault if they have been sexually assaulted while under the influence of drugs or alcohol. Safety precautions include:
• Be aware of limits and honor instincts
• Communicate with friends ahead of time about plans for the evening and do not leave friends behind at the end of the night
• Do not leave beverages unattended
• Do not take any beverages from an unknown person
• At parties, do not accept open container drinks from anyone
• Be alert to the behavior of friends and watch out for each other
http://sexualviolence.uconn.edu/faq/sexual.html

Visit sexualviolence.uconn.edu for more information, resources, and education.

Resources
• Connecticut Sexual Assault Crisis Services, Inc.
  24-hour hotline: 1-888-999-5545 (Confidential)
• Statewide Domestic Violence
  Hotline: 1-888-774-2900 (Confidential)
• National Domestic Violence
  Hotline: 1-800-799-7233 (Confidential)
• Student Health Services (SHS) (24 hours)
  860-486-4700 (24-hour advice nurse)
  860-486-2719 (appointment desk)
  www.shs.uconn.edu/womens_clinic.html
• Counseling & Mental Health Services (24 hours)
  (Confidential)
  860-486-4705
  www.counseling.uconn.edu
• Department of Residential Life
  860-486-2926
  www.reslife.uconn.edu/index.html
• UConn Women’s Center
  860-486-4738
  www.womenscenter.uconn.edu
• Office of Student Services and Advocacy
  860-486-3246
  www.ossa.uconn.edu

Investigative Offices
• UConn Police Department
  860-486-4800
  www.police.uconn.edu
• Title IX Coordinator/Office of Diversity and Equity
  860-486-2943
  www.ode.uconn.edu
• Office of Community Standards
  860-486-8402
  www.community.uconn.edu
Sexual Harassment and Sexual Violence Awareness Resources and Best Practices Study Abroad Programs

http://sexualviolence.uconn.edu/

Best Practices:

- Review the U.S. Department of State’s website for international travel information and register with the Safe Traveler Enrollment Program (STEP) before you go. This online system allows you to enter information about your trip, so that the US government can better assist you in case of an emergency. http://travel.state.gov/travel/tips/registration/registration_4789.html

- Know who to contact in case of emergency and keep that information with you at all times (you will be given this information from Study Abroad before you depart).

- You can always contact the Title IX Coordinator with questions or concerns, even from abroad: (860) 486-2943, titleix@uconn.edu. The same is true for UConn Police (24/7): (860) 486-4800, www.police.uconn.edu and all other campus resources.

The perpetrator of sexual harassment and/or sexual violence is the only one responsible for these actions. The victim-survivor is never to blame. Knowing the facts about sexual harassment and violence can help hold perpetrators accountable.

If you are subjected to sexual harassment:

- Immediately distance yourself from the situation.

- Speak up in a clear and firm manner.

- Report the incident to your on-site resident director or program administrator as soon as possible.

- Be sure to document repeated incidents.

- If someone is making you uncomfortable, and you have a gut feeling something is wrong, find someone you know and leave the situation immediately.

To reduce your risk of sexual assault:

- Designate a friend as your contact person so you begin a habit of checking in with each other, particularly when taking offsite trips or traveling.

- Do not invite people you do not know to your apartment.

- Keep in mind that behavior you may normally engage in while in the United States, may be misinterpreted abroad due to cultural norms.

When drinking alcohol:

- Never accept drinks from strangers or people you are only faintly acquainted with.

- If you leave your drink alone, even for one minute, throw it out.
Resources Available to All Students, including while studying abroad:

UConn Police Department
126 North Eagleville Road, Storrs, CT 06268
Phone: 860-486-4800  www.police.uconn.edu
The UConn Police Department is responsible for all criminal investigations and apprehensions. In cases of sexual assault, an officer is assigned to be the primary contact with the victim throughout the investigation and is available 24 hours a day. Regardless of whether charges are filed, the police are available to answer questions about the legal process and legal options regarding an incident, as well as to provide written information regarding victim’s right to obtain a protective order, apply for a temporary restraining order, or seek enforcement of existing protective or restraining orders.

Office of Diversity and Equity and the Title IX Coordinator
Wood Hall
241 Glenbrook Road, Unit 4175, Storrs, CT 06269
Phone: 860-486-2943  www.ode.uconn.edu
ODE is charged with investigating and resolving complaints of discrimination and harassment (including complaints of sexual violence) made against employees. The Title IX Coordinator, Elizabeth Conklin, ensures that all reports of sex discrimination, sexual harassment and sexual violence are investigated and addressed by the University, as well as assists with facilitating changes to housing, class schedules, work schedules, student activities’ schedules and more after an assault.

Student Health Services
Counseling & Mental Health Services
Arjona Building, 337 Mansfield Road
Unit 1255 Storrs, CT, 06269
Phone: 860-486-4705  www.counseling.uconn.edu
Counseling and Mental Health Services provides both immediate crisis intervention and therapy to recent or past victims of sexual violence. Therapists can be accessed by telephone. This is a confidential on-campus resource.

Office of Community Standards
Wilbur Cross Building, Room 301
233 Glenbrook Rd, Unit 4119, Storrs, CT 06269
Phone: 860-486-8402  www.community.uconn.edu
The Office of Community Standards handles campus student conduct cases when violations of the Student Code are reported.

Connecticut Sexual Assault Crisis Services, Inc.
Phone: 888-999-5545 English, 888-568-8332 Español  www.connsacs.org
Hotline Services 24 hours/day 7 days/week offer crisis counseling, information & referral, support groups and more. This is a free, confidential off-campus resource.
Training Team

The Office of Diversity and Equity training team members are:

- Willena Price, Ph.D., Director, African American Cultural Center
- Angela Rola, Director, Asian American Cultural Center
- Fleurette King, Director, Rainbow Center
- Kathleen Holgerson, Director, Women’s Center
- Elizabeth Conklin, J.D., Associate Vice President & Title IX Coordinator
- Nicholas Yorio, J.D., Case Manager
- Nancy Myers, J.D., Case Manager
- Ann Randall, Paralegal & Legal Administrator
- Hanna Prytko, Search Compliance Coordinator
- Katherine Johansen, Search Compliance Coordinator

Our team is knowledgeable on various subjects and topics that contribute to the fulfillment of the mission of the University of Connecticut. These topics include:

- Affirmative Action
- America’s with Disabilities Act
- Climate and Cultural Education
- Conflict Resolution
- Discrimination and Discriminatory Harassment
- Equal Opportunity
- Workforce Diversification
- Sexual Harassment Prevention
- Title VI, VII, and IX
Sexual Harassment Prevention Training

THERE ARE TWO UNIVERSITY-MANDATED SEXUAL HARASSMENT PREVENTION TRAINING SESSIONS SCHEDULED AT THE DODD CENTER’S KONOVER AUDITORIUM, STORRS CAMPUS AS FOLLOWS:

- November 5th (Tuesday) from 9:00am-11:15am
- December 18th (Wednesday) from 1:00pm-3:15pm
- January 22nd (Wednesday) from 1:00pm-3:15pm

The Office of Diversity and Equity (ODE) offers a 2-hour University-Mandated Sexual Harassment Prevention Training that is mandatory for all University employees.

To register for one of the training sessions, please visit the University’s Professional Development website by clicking here. Once you sign on, please click on “view available courses” on the right hand of the screen. This will bring you to all of UConn’s training courses in alphabetical order. Click on Sexual Harassment Prevention Training to see the available dates. To register for the course, click on the date you would like to attend and then click in the block titled “Register for This Session.”

ODE strongly urges employees to register early as seating is limited and will be assigned on a first come, first served basis. If you have any questions, please contact Peggy Hollister by calling (860) 486-9106.

Thank you for your cooperation and assistance in helping to create a welcoming environment and respectful climate for everyone in our community.
Diversity Training

THERE ARE TWO STATE-MANDATED DIVERSITY TRAINING SESSIONS SCHEDULED AT THE KONOVER AUDITORIUM, STORRS CAMPUS, AS FOLLOWS:

November 5th (Tuesday) from 1:00pm-4:15 pm
December 18th (Wednesday) from 8:45am-12:00 pm
January 22nd (Wednesday) from 8:45am-12:00 pm

The Office of Diversity and Equity (ODE) offers a 3-hour State-Mandated Diversity Training that is mandatory for all University employees.

To register for a training session, please visit the University's Professional Development website by clicking here. Once you sign on, please click on "view available courses" on the right hand of the screen. This will bring up all of UConn's training courses in alphabetical order. Click on Diversity Training to see the available dates. To register for the course, click on the date you would like to attend and then click in the block titled "Register For This Session."

ODE strongly urges employees to register early as seating is limited and will be assigned on a first come, first served basis. If you have any questions, please contact Peggy Hollister by calling (860) 486-9106.

Thank you for your cooperation and assistance in helping to create a welcoming environment and respectful climate for everyone in our community.
Annual Compliance Training

Mandatory Annual Compliance Training 2014 for all employees including Faculty and Staff will begin the Spring semester 2014.

Please remember that all questions must be answered correctly to receive proper credit for annual training.

If you have questions about the training please call Liz Vitullo at 486-2530 or email compliance.training@uconn.edu. Stay tuned for more information as we near closer to 2014.

Special Payroll and Adjuncts are not required by OACE to complete the Annual Compliance Training. However, some Departments require the training, please check with your Department to see if Special Payroll and Adjuncts are required to complete the Training.

Quick Links

- HuskyCT (On-line Training)
- 2013 Compliance Training Slides
- Annual Compliance Training FAQs
- Minimum Training Requirements

© University of Connecticut

http://www.audit.uconn.edu/training.htm

11/12/2013
SAVE THE DATE!

The Office of the President
The Office of Diversity & Equity
Title IX Coordinator
and
The UConn Police Department
are pleased to present
a workshop by

DAVID LISAK, Ph.D.

David Lisak is a nationally recognized forensic consultant, trainer and lecturer. His research and applied forensic work on non-stranger rapists has helped guide rape prevention and response policies in major institutions, including the U.S. Armed Services and numerous colleges and universities.

Dr. Lisak has conducted workshops and trainings in all 50 states, in Canada, and overseas. He also serves as an expert witness in both criminal and civil cases, and has testified in state and federal courts across the country.

Dr. Lisak's topics will include:

Confronting the Reality of Sexual Violence on the College Campus

The Predatory Nature of Sexual Violence

Tuesday, January 7, 2014
1:30 - 4:30
Reception to Follow
PAMPLETS
The mission of the Women's Center is to educate, advocate, and provide support services for the achievement of women's equity at the university and within the community at large. Special attention is focused on, but not limited to, women who face additional challenges due to their race, ethnicity, socio-economic class, sexual identity, religion, age, and physical or mental ability.

Services:
- Information & Referrals
- Ongoing Support/Discussion Groups
- Educational Programs
- Speaker Services/Don't Cancel Your Class
- Drop-In Lounge
- Library
- Volunteer/Internship Opportunities
- Training and Consulting
- Violence Against Women Prevention Program

Hours:
**Semester Hours**
8:00 A.M. to 9:00 P.M. Monday - Thursday
8:00 A.M. to 5:00 P.M. Friday

**Summer and Break Hours**
8:00 A.M. to 5:00 P.M. Monday - Friday

The Women's Center
The University of Connecticut
Student Union, Fourth Floor, Room 421
2110 Hillside Road, Unit 3118
Storrs, CT 06269-3118
PHONE: (860) 486-4738
FAX: (860) 486-1104
EMAIL: WOMENSCTR@UCONN.EDU
WEBSITE: HTTP://WWW.WOMENSCENTER.UCONN.EDU

Our facility is wheelchair accessible. Other reasonable accommodations can be made upon request.

The University of Connecticut supports all federal and state laws that promote equal opportunity and prohibit discrimination.
Celebrating diversity

Women's Center

The Women's Center serves to

Empowering tomorrow's leaders

Advocacy

Violence Against Women Prevention Program

Support Services

Educational Programs/Speaker Services

Leaders together, we are the change we wish to see in the world. From support groups to educational programs, we empower positive social and political change for women. 

Library

Our library houses an extensive collection of books,ournals, and videos.

Social/Dance Tone

The Women's Center is a place for those interested in the diversity and inclusion of our community.
HELP - HINTS FOR PARENTS

Encourage your students to:
1. Stop Using Sexist Language
2. Speak Up About Sexist Behaviors and Jokes
3. Create a Climate of Respect
4. Promote Effective Sexual Communication
5. Learn More About the Issues

HOW TO HELP A SURVIVOR
It is important to understand that sexual assault, dating violence, and stalking all involve a loss of control for the survivor. In talking with students who have experienced these forms of violence, it is important to make sure that we are helping them to regain a sense of control and power in the decisions they are faced with. As people who want to help and protect those we love, it is often our first instinct to jump in and fix it. However, figuring out what to do and who to talk to are decisions that can help a survivor feel they are in control of what is happening. It's helpful to offer alternatives, but it is even more helpful to present them in a manner that encourages the student to make her/his own choices - she/he knows their experience and what they need more than anyone else.

- Always believe the survivor.
- Be there emotionally for her/him.
- Reinforce that the assault was NOT her/his fault.
- Listen and protect the survivor's privacy. Share information only with her/his permission and knowledge.
- Encourage the survivor to get the help she/he needs. This may include medical attention, counseling, talking to friends, family, or calling a crisis center. Remember that the survivor needs to ultimately decide what to do.

COMMUNITY SPONSOR TEAM
We have many offices that provide relevant services for survivors of sexual assault, and they come together in our Community Response Team (CRT). The goal of the CRT is to offer a seamless service delivery network for survivors of sexual assault, intimate partner violence, and stalking.

- Women's Center and VAWPP (860) 486-4738
- University Police (860) 486-4800 (routine calls) or 911 (emergency calls)
- Community Standards (860) 486-8402
- Office of Student Services and Advocacy (860) 486-3426
- Department of Residential Life (860) 486-2926
- Student Health Services
  Main Number (860) 486-4700
  Women's Clinic (860) 486-4837
  Counseling and Mental Health Services (860) 486-4705
- Humphrey Clinic for Individual, Couples and Family Therapy (860) 486-3692
- Sexual Assault Crisis Center of Eastern Connecticut (860) 456-2789 Willimantic Hotline (860) 456-3595 and (860) 423-7673 Willimantic Office (860) 437-7766 New London Hotline (860) 442-0604 New London Office
- Domestic Violence Program, United Services, Inc. (860) 456-9476 Willimantic Hotline (860) 774-8648 Danielson Hotline

University of Connecticut
Women's Center

SEXUAL ASSAULT AND ACQUAINTANCE RAPE
A guide for UConn families

University of Connecticut Women's Center
Student Union, 4th floor, Room 421
2110 Hillside Road, Unit 3118
Storrs, CT 06269-3118
Tel: (860) 486-4738
Risk Reduction & Prevention

Justice Statistics:

- In 2004, the National Institute of Justice and Bureau of Justice Statistics published a report on the Sexual Offense against Women's Health and Safety Program.

Myth: 100% of survivors are sexually assaulted.

Truth: Only 90% of survivors are sexually assaulted.

FACT: 10% of survivors are not sexually assaulted.

Myth: Sexual assault is simply a crime.

Truth: Sexual assault is a serious crime.

FACT: Survivors of sexual assault are often traumatized by the experience.

Myth: Sexual assault only happens to women.

Truth: Sexual assault can happen to anyone.

FACT: Men can be sexually assaulted.

Myth: Sexual assault is a private matter.

Truth: Sexual assault is a public issue.

FACT: Reporting sexual assault can help prevent future incidents.

Myth: Sexual assault is a result of the victim's behavior.

Truth: Sexual assault is a result of the perpetrator's behavior.

FACT: Sexual assault is a result of society's attitudes and beliefs.

Myth: Sexual assault is a common occurrence.

Truth: Sexual assault is a rare occurrence.

FACT: Sexual assault is underreported.

Myth: Sexual assault is a result of the victim's dress or behavior.

Truth: Sexual assault is a result of the perpetrator's behavior.

FACT: Sexual assault is a result of society's attitudes and beliefs.

Myth: Sexual assault is a private matter.

Truth: Sexual assault is a public issue.

FACT: Reporting sexual assault can help prevent future incidents.

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What is VAWPP?
Grounded in a social justice and feminist perspective, the Violence Against Women Prevention Program (VAWPP) is dedicated to addressing and preventing all forms of sexual violence through education, outreach and advocacy. VAWPP workshops are interactive discussions, facilitated by peers or professional staff, which explore the entire continuum of sexual violence, from media images to criminal behavior. We emphasize a primary prevention approach that engages all stakeholders in the campus community to examine their role in ending sexual violence by addressing its root causes in oppression.

About the Workshops
Workshops are 45-50 minutes in length and usually involve brief film clips, interactive exercises and discussion.

Goals of VAWPP Workshops:
- To engage students in critical conversations about power and victimization across the continuum of sexual violence.
- To empower students to take an active role in changing the cultural norms that support sexual victimization.
- To provide students with basic information about support and crisis intervention resources on and off campus.

Want to get involved?
Call 860-486-4738 or visit our website at www.womenscenter.uconn.edu

The Women’s Center
The Student Union - 4th floor room 421
2110 Hillside Road, Unit 3118
Storrs, CT 06269-3118

UNIVERSITY OF CONNECTICUT WOMEN’S CENTER'S
Violence Against Women Prevention Program

Peer Education Workshops
Living in the Dreamworld

Interpersonal Violence.
Women and men can work together to prevent violence. Discussion will focus on the ways that various forms of men's violence interact with ideas of masculinity and other social constructs. We will use examples from the work of Jackson Katz, an expert in masculinity and violence prevention. Through interactive projects, we will build power in relationships and promote healthy communication.

Consent 101: Sex on Campus

We are here to help clarify sexual situations, get mixed messages in what counts as consent, and how the expectations placed on men and women can lead to miscommunications in the classroom. What is consent? Consent is implied when a discussion is taking place.
Change of Address
If you move after the court issues the restraining order, contact the clerk's office to find out how to update your information.

Length of the Restraining Order
The new Order of Protection, and Additional Orders of Protection if ordered, are good for six (6) months, unless the judge orders a different length of time.

About five (5) weeks before the end of the restraining order, the Office of Victim Services will mail you a letter, to the address listed in the order, or your new address if you gave it to the court, telling you the end date of the restraining order.

Violating the Restraining Order
If the Respondent violates any order issued you should contact the police immediately and file a complaint.

Extending the Restraining Order
If you want the restraining order to continue after the period ordered by the court, you must file a Motion to Extend with the clerk's office. To keep the order from running out, you should file the motion at least two (2) to three (3) weeks before the restraining order ends.

After the motion is filed, the clerk will schedule a hearing, and return the motion to you for delivery to the Respondent. To have the motion delivered to the Respondent, follow the steps listed in the "Delivery to the Respondent (Service of Process)" section of this brochure.

On the hearing date, the same court procedures apply as described in "The Court Hearing" section of this brochure.

Domestic Violence Programs

Shelter • Information • Referrals

Domestic Violence programs are located throughout the State of Connecticut. The programs provide a 24-hour hotline, information, referrals, and shelter to victims of domestic violence.

Statewide Domestic Violence Hotline
1-888-774-2900

Restraining Orders:
How to Apply for Relief from Abuse

ADA Notice
The Judicial Branch of the State of Connecticut complies with the Americans with Disabilities Act (ADA). If you need a reasonable accommodation in accordance with the ADA, contact a court clerk or an ADA contact person listed at www.jud.ct.gov/ADA/.

Disclaimer: This publication has been put together by the Judicial Branch as a public service and under the provisions of section 46b-15b of the Connecticut General Statutes. It is based on the Connecticut General Statutes in effect at the time of publication. This information is not intended as a substitute for getting legal advice from a Connecticut attorney. You are responsible for any actions you take on your own behalf. The clerk's office may assist you with procedural questions; however, the staff cannot act as your attorney or give legal advice and are not responsible for any errors or omissions in these procedures. If you need more information or assistance, you should either contact an attorney or read the appropriate sections of the Connecticut General Statutes and the Connecticut Practice Book.

For more information contact:
Office of Victim Services
1-800-822-8428
224 Spring Street
Wethersfield, CT 06109
www.jud.ct.gov/crimevictim

www.jud.ct.gov

State of Connecticut Superior Court

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JDP-FM-142, Rev. 9-11
After the Hearing

You will receive a Notice of Order, which will indicate any order the judge has entered. Be sure to read the Notice, as it may include details about your rights and obligations.

Fees

Please note that fees may apply to the filing of the application. You may be required to pay fees when you file your application. Fees are generally payable at the time of filing. The fees associated with filing an application vary depending on the type of application and the jurisdiction. It is advisable to consult with a legal professional to determine the specific fees applicable to your situation.

Application Process

The application process typically involves the following steps:

1. Filing the Application: You must file the application with the appropriate court or agency. The application should be filed together with any required documentation and fees.

2. Service of the Application: The application must be served on the respondent. Service is usually done by sending a copy of the application to the respondent via registered mail or other acceptable means. You must comply with any local rules regarding service.

3. Notice to the Respondent: You will receive a notice of the order, which must be served on the respondent. The notice must be served in a manner specified by law, such as personal service or by certified mail.

4. Court Hearing: A hearing is typically held to allow both parties to present their cases. At the hearing, the judge may consider any evidence presented and make a decision based on the evidence and applicable law.

5. Decision: The judge will issue a decision, which may include an order granting or denying the relief sought in the application.

If you believe you have been wrongfully denied an order of protection or believe your application has been improperly handled, you may appeal the decision. Notice of an appeal should be provided to the other party in a manner specified by law, and the appeal should be filed with the appropriate court or agency.