

# **CT State Community College, Tunxis Campus formerly Tunxis Community College**

*Jeanne Clery Disclosure of  
Campus Security Policy and  
Campus Crime Statistics for 2022*



Issued September 29, 2023 for the Year 2022

CT State Community College, Tunxis Campus  
formerly Tunxis Community College  
271 Scott Swamp Road  
Farmington, CT 06032

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**Campus Crime Statistics for 2022**  
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## **INTRODUCTION**

CT State Community College, Tunxis Campus (formerly Tunxis Community College) is committed to the safety and welfare of students, faculty, staff and visitors. No community is immune to crime or emergency situations. Campus safety is a shared responsibility. All must take responsibility for the safety and security of themselves, other, and their belongings.

The U.S. Department of Education's Office of Postsecondary Education Handbook for Campus Safety and Reporting 2016 Edition reports: In 1990 Congress enacted the *Crime Awareness and Campus Security Act of 1990* (Title II of Public Law 101-542), which amended the *Higher Education Act of 1965 (HEA)*. This act required all postsecondary institutions participating in HEA's Title IV student financial aid assistance programs to disclose campus crime statistics and security information. The act was amended in 1992, 1998, 2000 and 2008. The 1998 amendments renamed the law the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* in memory of a student who was slain in her dorm room in 1986. It is generally referred to as the Clery Act and is in section 485(f) of the *HEA*.

The purpose of this publication is to:

- Provide an overview of campus security
- Share crime statistics required by the Clery Act
- Inform current and prospective students, staff, faculty, and visitors about the college's policies and programs to keep them safe
- Share information regarding emergency preparedness and planning

CT State Community College, Tunxis Campus distributes this publication annually to our campus community of students, prospective students, employees and prospective employees. This publication is available on the Tunxis website at <https://tunxis.edu/asr>.

Printed copies are available in the following locations:

100 Building	Welcome Center, Office of the Chief Executive Officer, Offices of the Deans, Student Lounge, Veterans' OASIS, Adjunct Office
300 Building	Computer Center
600 Building	Academic Success & Tutoring Center, Human Resources
700 Building	Library, Admissions & One-Stop Enrollment Center
Tunxis @ Bristol	Front Desk

Direct questions about this publication or campus safety to:

Interim Dean of Faculty and Students	100 Building	860-773-1631
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CT State Community College, Tunxis Campus is a smoke-free campus. Smoking is prohibited in all campus buildings and the courtyard. Smoking is allowed only in the parking lots.

Disclaimer: The Board of Regents (BOR) is the body empowered to make ‘policy’ for all constituent units under its jurisdiction. The college is not empowered to create its own policies. For Clery Act compliance the word ‘policy’ is used throughout this document. In the event of conflict with any existing BOR policy, BOR policy would supersede any college policy listed below. Absent any BOR policy, college promulgated rules apply.

## **GEOGRAPHY**

The college has four locations:

Main Campus  
271 Scott Swamp Road  
Farmington, CT 06032

Farmington House  
258 Scott Swamp Road  
Farmington, CT 06032

Tunxis @ Bristol  
430 North Main Street  
Bristol, CT 06010

“Spring Lane”  
21 Spring Lane  
Farmington, CT 06032

CT State Community College, Tunxis Campus does not have any officially recognized student organizations with non-campus locations.

## **CAMPUS SECURITY/LAW ENFORCEMENT POLICY**

CT State Community College, Tunxis Campus does not have a campus police department.

The campus contracts with Allied Universal to provide security coverage during the campus’ operating hours, year-round, weekends and evenings. Security officers have the authority to ask people for identification and to determine whether individuals have lawful business at the college. Security officers do not possess arrest powers.

Security officers patrol the campus daily. They patrol the buildings and grounds, assist members of the campus community with maintaining a safe learning environment, enforcing safety in parking lots with traffic and parking enforcement, maintaining building security by locking and unlocking rooms as necessary, assisting Early Childhood Center Lab School parents in the drop-off and pick-up of children, and general assistance to the community as needed. Security officers receive direction and supervision from the Office of the Interim Dean and Director of Facilities.

All criminal offenses will be investigated by the appropriate law enforcement agency. CT State Community College, Tunxis Campus is a state agency. The State Police under the Department of Emergency Services and Public Protection have jurisdiction over the college and its satellite locations. The Farmington Police Department may investigate or assist the State Police with criminal offenses that occur on the Tunxis campus. The Bristol Police Department may investigate or assist the State Police criminal offenses that occur at the Bristol site, Tunxis@Bristol. The prosecution of all criminal offenses that occur at both locations are conducted at the Superior Court of Connecticut. Non-criminal violations of college policy will be referred to the Interim Dean for review and action.

Criminal offenses are reported to the State Police and/or Farmington Police. No administrator of an institution of higher education shall interfere with the right of a student or employee of such

institution to file a complaint with the state police, local police department, or special police force established under section 10a-156b of the Connecticut General Statutes concerning crimes committed within the geographical limits of the property owned or under the control of such institution.

CT State Community College, Tunxis Campus encourages accurate and prompt reporting of all crimes per the procedures below.

As a state agency, CT State Community College, Tunxis Campus does not have written memoranda of understanding with state, city or town police for the investigation of alleged criminal offenses.

## **REPORTING CRIMES AND OTHER EMERGENCIES**

### **To report a Crime:**

CT State Community College, Tunxis Campus does not have campus police. State police have jurisdiction over the campus as a state property. Farmington Police are normally first responders to incidents on campus. Bristol Police are normally first responders to incidents at the Tunxis@Bristol site. Students and employees are encouraged to report all crimes to the Farmington, Bristol and/or State Police.

Farmington Police	911 or 860-675-2400
Bristol Police	911 or 860-584-3011
State Police – Troop H	911 or 800-968-0664 or 860-534-1000

All community members, including students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents in an accurate and timely manner. Clery Act crimes need to be reported for the school and police authorities to respond, for the purpose of making timely warning reports and inclusion in the annual statistical disclosure. When in doubt, always err on the side of caution.

To report a crime or an emergency on the Farmington campus, call:

Welcome Center	860-773-1300	
Security Cell Phone	860-541-0800	
Security Office	860-773-1328	Only for non-urgent messages

Operators are available at the Welcome Center to take your call during the semester as follows:

Monday - Thursday	9:00 a.m. – 5:00 p.m.
Friday	9:00 a.m. – 4:00 p.m.
Saturday and Sunday	Closed

Any suspicious activity or person seen in the parking lots, loitering around vehicles, inside or around buildings on campus should be reported to Security.

To report a crime or an emergency at Tunxis@Bristol, call 860-773-1462 to speak to the Director of Business & Industry Services & Workforce.

To report a non-emergency or public safety related matter, call the Interim Dean of Faculty and Students at 860-773-1631.

The individuals to whom students and employees should report Clery Act crimes are as follows:

Title	Name	Email
Security Guards	Multiple Individuals	<a href="mailto:Tx-guard@tunxis.edu">Tx-guard@tunxis.edu</a>
Interim Dean of Faculty and Students	Jessica York McKinney	<a href="mailto:Jyork@tunxis.edu">Jyork@tunxis.edu</a>
Deputy Title IX Coordinator	Sydney Lake	<a href="mailto:Slake@tunxis.edu">Slake@tunxis.edu</a>
Director of Facilities	John Lodovico	<a href="mailto:jlodovico@tunxis.edu">jlodovico@tunxis.edu</a>
Continuing Education Coordinator, Tunxis@Bristol	Aaron Marshall	<a href="mailto:amarshall@tunxis.edu">amarshall@tunxis.edu</a>
Student Advocate	Kelly Mann	<a href="mailto:kmann@tunxis.edu">kmann@tunxis.edu</a>

If assistance is required from the State Police, Farmington or Bristol Police Departments, or Farmington or Bristol Fire Departments, Tunxis personnel will contact the appropriate unit. If a sexual assault or rape should occur, Tunxis will follow the procedures outlined in Public Act 14-11, including activation of the Tunxis Community College [Campus Resource Team](#) listed on page 29.

The Daily Crime Log is maintained by the Interim Dean of Faculty and Students. The public may review the Daily Crime Report by calling the Interim Dean of Faculty and Students at 860-731-1631.

Violations of student codes of conduct are reviewed by the Associate Dean of Student Development for potential action.

In the event of a reported criminal situation that constitutes an ongoing or continuing serious threat to the Tunxis Community College community, the college would issue a timely warning. Please see the [Timely Warning](#) section on page 9.

## **LIST OF EMPLOYEES TO WHOM STUDENTS AND EMPLOYEES SHOULD REPORT CRIMINAL OFFENSES**

Students and employees should report criminal offenses to the following employees. Although security guards are not employees of CT State Community College, Tunxis Campus, they are empowered to assist in responding to criminal offenses and are required to notify the Interim Dean of Faculty and Students or Director of Facilities of such offenses.

Title	Name	Email
Security Guards	Multiple Individuals	<a href="mailto:Tx-guard@tunxis.edu">Tx-guard@tunxis.edu</a>
Interim Dean of Faculty and Students	Jessica York McKinney	<a href="mailto:Jyork@tunxis.edu">Jyork@tunxis.edu</a>
Deputy Title IX Coordinator	Sydney Lake	<a href="mailto:Slake@tunxis.edu">Slake@tunxis.edu</a>
Director of Facilities	John Lodovico	<a href="mailto:jlodovico@tunxis.edu">jlodovico@tunxis.edu</a>
Continuing Education Coordinator, Tunxis@Bristol	Aaron Marshall	<a href="mailto:amarshall@tunxis.edu">amarshall@tunxis.edu</a>
Student Advocate	Kelly Mann	<a href="mailto:kmann@tunxis.edu">kmann@tunxis.edu</a>

## **POLICY ADDRESSING COUNSELORS AND VOLUNTARY CONFIDENTIAL REPORTING OF CRIME STATISTICS**

The College employs two Wellness Counselors. Professional counselors are not required to report crimes. The counselors are encouraged to inform persons being counseled to report crimes to parties listed above. Academic advisors are required to report any crime revealed to them to the proper authorities. The College does not participate in a Voluntary Confidential Reporting program.

## **SECURITY AWARENESS PROGRAMS**

CT State Community College, Tunxis Campus addresses campus safety awareness through a variety of venues:

- Not Anymore (sexual violence education and prevention) online program.
- Student handbook
- Videos “Shots Fired” and “Flashpoint” available online 24/7
- Crisis Management updated emergency action placards that are hung in all classrooms on campus

The common theme of any awareness program is to encourage students, faculty, and staff to be aware of their surroundings, and to be responsible for their own security and the security of others.

## **CRIME PREVENTION PROGRAMS**

Not Anymore online program is sent to all incoming students to be completed electronically. In 2022, all new students were required to complete the training and returning students were required to complete a refresher program.

## **POLICY STATEMENT ADDRESSING CRIMINAL ACTIVITY OFF CAMPUS**

Criminal activity off campus is monitored and recorded by the local law enforcement agency as follows:

- Farmington Police Department (Farmington Campus)
- Bristol Police Department (Tunxis@Bristol)
- Connecticut State Police (all locations)



Farmington Police	911 or 860-675-2400
Bristol Police	911 or 860-584-3011
State Police – Troop H	911 or 800-968-0664 or 860-534-1000

The campus has close working relationships with the State Police, Farmington and Bristol Police when violations of federal, state or local laws are reported. This cooperative team approach addresses situations as they arise as well as future concerns. Crime statistics from the various off campus sites are gathered yearly and included in the campus crime statistics portion of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics. CT State Community College, Tunxis Campus does not have any off-campus locations of student organizations. CT State Community College, Tunxis Campus has neither on-campus nor off-campus housing facilities.

### **POLICY FOR PREPARING THE ANNUAL DISCLOSURE OF CRIME STATISTICS**

The procedures for preparing the annual disclosure of crime statistics including reporting statistics to Tunxis Community College obtained from the following sources:

- College Incident Reports
- College Security Reports
- Evening Administrator Reports
- Daily Crime Log
- Campus Security Authorities
- Town of Farmington Police
- City of Bristol Police
- State of Connecticut Police

A written request for statistical information is made annually to the Chief Executive Officer, College Deans and Campus Security Authorities. Crime statistics along with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics are gathered, compiled and reported by the Office of the Interim Dean of Faculty and Students.

An email is sent to every enrolled student and employee on an annual basis. The information contained in the email includes a brief summary of the contents of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics, and the address for the web site where the report can be found online. Hard copies are distributed around campus at the locations listed in the Introduction or requested from the Interim Dean of Faculty and Students.

### **CAMPUS SECURITY AUTHORITIES**

Federal law defines four categories of Campus Security Authorities or CSA's:

- Campus police department or a campus security department;
- Individuals who have responsibility for campus security;
- Any 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.



At CT State Community College, Tunxis Campus, the following departments, offices or individuals are identified as CSA's. The list of individual employees may be found on page 30.

- Chief Executive Officer
- All members of the CEO's cabinet
- Counselors
- Director of Student Activities
- Chair/s, CARE team
- Chair/s, Crisis Management Team
- Deputy Title IX Coordinator
- Student Advocate
- Director of Facilities
- Coordinator, Continuing Education
- Campus Resource Team Members

The [reporting crimes and other emergencies](#) section is on page 5. When a Campus Security Authority reports a crime to the Interim Dean of Faculty and Students, the Dean reviews the report, and contacts the necessary authorities. This may involve campus resources such as the Deputy Title IX Coordinator, Student Advocate, Director of Facilities or others as needed. The Dean would contact either the Farmington, Bristol or Connecticut State Police for investigation and resolution. The report is kept on file in the Dean's office. If there is a reportable crime under the Clery Act, it is included in the Annual Security Report. All crimes are reviewed so that steps can be taken to ensure the college has a safe learning environment.

### **TIMELY WARNINGS**

As required by the Clery Act, "timely warnings" will be provided to the community in the event of a reported criminal situation that constitutes an ongoing or continuing serious threat to the CT State Community College, Tunxis Campus community. A timely warning will be issued for crimes that occur on the three locations listed under [geography](#) on page 4 when a crime is:

- Reported to [Campus Security Authorities](#) listed on page 30 or local police authorities; and
- Considered by CT State Community College, Tunxis Campus management (listed below) to represent a serious or continuing threat to students and employees

The decision to issue a timely warning will be based on the following factors:

- The nature of the crime
- The continuing danger to the campus community
- The possible risk of compromising law enforcement efforts

The following employees may issue a timely warning:

Chief Executive Officer	Interim Dean of Faculty and Students
Associate Dean of Student Development	Director of Facilities

The timely warning will contain all information that would promote safety and aid in the prevention of similar crimes. The warning may be issued through the use of a variety of sources which may include, but are not limited to, the means listed under [Public Information Notifications](#) listed on page 29.

CT State Community College, Tunxis Campus has sent letters to the Farmington, Bristol & State police requesting their cooperation in informing the campus about crimes reported to them that may warrant the campus issuing a timely warning. Timely Warnings & Emergency Notifications are discussed at the CEO's cabinet meetings at least once per semester.

### **EMERGENCY NOTIFICATIONS**

Upon confirmation of a significant emergency or dangerous situation that occurs on the campus that involves an immediate threat to the health or safety of Tunxis students or employees, CT State Community College, Tunxis Campus is required to immediately notify the campus community. Individuals can report an emergency in the same manner listed under [Reporting Crimes & Other Emergencies](#) on page 5. The notification may be issued through the same methods listed under Timely Warnings, above.

The following individuals may issue an emergency notification:

Chief Executive Officer	Interim Dean of Faculty and Students
Associate Dean of Student Development	Director of Facilities

An emergency notification differs from a timely warning in that:

- It has a wide focus on any significant emergency or dangerous situation
- It is an event that is currently occurring on or imminently threatening the campus
- It applies to on-campus situations
- It is initiated immediately upon confirmation that a dangerous situation or emergency exists or threatens.

### **EMERGENCY RESPONSE PROCEDURES**

CT State Community College, Tunxis Campus will, without delay, notify the campus community of an emergency or dangerous situation. CT State Community College, Tunxis Campus will take into account the safety of the campus community and determine what information to release about the situation and begin the notification process.

CT State Community College, Tunxis Campus would not immediately issue a notification for a confirmed emergency if doing so would compromise the efforts to:

- Assist a complainant/victim
- Contain the emergency
- Respond to the emergency
- Otherwise mitigate the emergency

CT State Community College, Tunxis Campus tests the emergency response and evacuation procedures at least annually. These tests include drills, exercises and follow-through activities. They are designed for evaluation of emergency plans and capabilities. Tests will include measurable goals. They include, but are not limited to, the following:

- Technological tests of the 911 system, Everbridge Alert system, and group paging system.

- Tabletop drills by the Crisis Management Team.
- Departmental and individual classroom drills to discuss how students, staff and faculty in particular areas would respond to various emergencies.
- Campus-wide exercises to test students, faculty & staff response to active shooter, evacuation, shelter in place and other emergency situations.
- Having Farmington, State, Bristol or present to provide feedback and suggestions to improve campus response.
- Walk-throughs of the campus for fire, police, and other first responders.

CT State Community College, Tunxis Campus prefers announced drills to avoid classroom disruption and unnecessary stress on individuals who have strong reactions to drills. However, CT State Community College, Tunxis Campus reserves the right to unannounced drills to ensure the college's emergency response protocols are sufficient. All drills, tests and exercises are properly assessed so that campus' response efforts may be improved and enhanced.

CT State Community College, Tunxis Campus will document each test. The information will be retained by the Interim Dean of Faculty and Students. The file will contain a description of the exercise, the date the test was held, when it started & when it ended and whether it was announced or unannounced.

1. How can an individual report an emergency? The procedure is listed on page 5 in the [General Procedures for Reporting a Crime or Emergency](#).
2. The process by which CT State Community College, Tunxis Campus will confirm that a significant or dangerous situation exists:
  - a. The following individuals may issue an emergency notification:

Chief Executive Officer	Interim Dean of Faculty and Students
Associate Dean of Student Development	Director of Facilities

The Associate Dean of Student Development reports to the Interim Dean of Faculty and Students. The Interim Dean and Director of Facilities report to the CEO. The CEO oversees all emergency procedures. In his absence or at his discretion, he may delegate emergency operations to the Interim Dean, Director of Facilities or Associate Dean depending on who is on campus at the time of the emergency.

- b. These employees may make the decision of an emergency on their own if time is of the essence, or they may consult with others, if time allows. This includes, but is not limited to, the following:

Police – Farmington, Bristol or State	Board of Regents
Allied Universal Security Team	Fire – Farmington or Bristol
Farmington Valley Health District	

3. The procedures CT State Community College, Tunxis Campus will use to immediately notify the campus community upon the confirmation of an emergency are listed in the [Public Information Notifications](#) on page 29.

4. The content, and how much of it is to be shared with the broader community, of the notification will be determined by the employees listed in Section 2(a) on page 11 in consultation with the resources listed in Section 2(b).
5. Employees listed in section 2(a) will initiate the notification. The Director of Marketing & Public Relations will update the college's webpage, media notifications and social media accounts. Marketing staff will update the college's hallway monitors. Broadcast messages over the college phones may be made by any of the employees listed below as well as all employees and student workers trained to work in the Welcome Center. Any authorized employee, or security guard, would put notices on college doors– if time allowed and doing so would not endanger the guards or employees. Only the following employees are authorized to send notifications out via Everbridge, which includes text, voice & email messages to the entire CT State Community College, Tunxis Campus population:

Chief Executive Officer	Executive Assistant to CEO
Director of Facility	Administrative Assistant to the Dean
Interim Dean of Faculty and Students	Associate Dean of Student Development

6. The Chief Executive Officer or marketing department would disseminate information to the larger community in conjunction with the sources listed in Section 2(b).
7. CT State Community College, Tunxis Campus will continuously assess the situation and provide updates as warranted and notify the community when the emergency has passed.
8. The CT State Community College, Tunxis Campus is small. All segments of the population will be notified of an emergency or dangerous situation. CT State Community College, Tunxis Campus does not segment emergency notifications to particular groups or areas on campus.

### **EVACUATION PROCEDURES**

Emergency response procedures and egress routes are posted across campus in hallways, classrooms and offices. In the event of an emergency, necessitating the evacuation of the building, do the following:

- Dial 911 or 8-911
- Evacuation is mandatory. Leave immediately.
- Consider individuals with disabilities.
- Close doors as you exit.
- Move all personnel to a safe area away from the building.
- Do not use elevators.
- Keep all building entrances clear for emergency personnel
- Do not return to an evacuated building unless authorized by a police or fire official
- Do not evacuate one building and enter another. Go around any buildings to the assembly points listed below:

<b>Building</b>	<b>Description</b>	<b>Assembly Point</b>
100 Building	Administrative & Faculty Offices, Cafeteria & Bookstore, Continuing Education Office	Main Parking Lot
200 Building	Founders' Hall, Student Lounge, MIT, Classrooms	Main Parking Lot
300 Building	Lab School, Computer Lab, Continuing Education, Classrooms	Main Parking Lot
Bidstrup Hall	Administrative Offices	Main Parking Lot
600 Building	Classrooms, Art Gallery, Labs, Cyber Café, Academic Support & Tutoring Center	Main Parking Lot
700 Building	Library & Instructional Technologies, Classrooms, Pages Café	Main Parking Lot
Farmington House 258 Scott Swamp Road Farmington, CT	Residential House – Meeting Space	Farmington House Driveway
Tunxis @ Bristol 430 North Main Street Bristol, CT	Administrative Offices, Classrooms	Bristol Career Center Parking Lot
“Spring Lane” 21 Spring Lane Farmington, CT	Building acquired in 2020; will be developed for offices and advanced manufacturing teaching space	Parking Lot

Faculty should take the following steps during an evacuation:

- Ensure all students are out of the classroom and area bathrooms
- Instruct the first student in line to hold open exit door/s, until all persons in the class have been evacuated. Continue this procedure until the building is clear.
- Ensure students in wheelchairs are assisted. If they cannot be brought down from a second floor location, they should remain in the stairwells with evacuation chairs. If possible, stay with the person until help arrives. If the person must be left unattended, notify emergency personnel immediately.
- Remain with students until police or fire officials authorize building re-entry.

### **POLICY ON SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

CT State Community College, Tunxis Campus does not have campus residences. During business hours, CT State Community College, Tunxis Campus will be open to students, employees, parents, contractors, and guests. Employee access to the college off hours is granted with the written permission of the Chief Executive Officer. Students are not permitted access to the buildings when the college is closed. Security and access concerns are addressed by the Interim Dean of Faculty and Students and Director of Facilities, Maintenance personnel, in addition to other appropriate personnel when necessary.

Allied Universal Security provides contracted security. During operating hours guards patrol the campus, monitor the parking lots and ensure the security of the CT State Community College, Tunxis Campus facility. Allied Universal Security monitors the campus to make sure individuals

are acting appropriately and responsibly. They are empowered to approach individuals to offer assistance or question individuals acting in a suspicious manner. Allied Universal Security is also a presence on nights and weekends ensuring that buildings are secured, and state property is secured and maintained.

Facilities staff ensure that lighting is appropriate, walkways are clear and accessible, and that hallways and stairwells are well lit and accessible. Facilities, custodial and security staff ensure that the campus, including buildings, classrooms and offices, are opened when necessary and secured when not in use. Access to rooms is given only to authorized individuals. CT State Community College, Tunxis Campus must balance being an open, public institution with ensuring the safety of all individuals on campus property, ensuring the proper safeguards are in place to protect students, staff, faculty, guests, property, equipment and technology from criminal acts.

### **POLICY ON DRUGS AND ALCOHOL IN THE COMMUNITY COLLEGES**

CT State Community College, Tunxis Campus has a zero-tolerance policy on the possession, use or sale of drugs and alcohol on campus in accordance with Board policy on drugs and alcohol, listed below. The policy may also be accessed as link on the college's website [Consumer Information • CT State Community College](#), Tunxis Campus can also be found in the Student Handbook here: [Student-Handbook.pdf](#).

### **DRUGS & ALCOHOL IN THE COMMUNITY COLLEGES**

The BOR/CSCU Student Code of Conduct prohibits the use, possession, sale or distribution of alcoholic beverages, except as expressly permitted by law and CSCU regulations. The Student Code of Conduct may be found here: [BOR/CSCU Student Code of Conduct](#).

The Board recognizes that education regarding alcohol and substance abuse is an appropriate and even necessary part of contemporary college life. Since the unauthorized use of controlled substances, in addition to the potential harmful effect it may have on students and employees, is contrary to state and federal law and regulation, it must be prohibited in any college activity, on or off the college campus.

Although the conditions of alcohol and drug dependency may be considered disabilities or handicaps under state and federal law and regulation and Board of Trustees' policy, and employees and students will not be discriminated against because they have these disabilities, all students and employees are considered to be responsible for their actions and their conduct.

These provisions shall apply to all colleges, including CT State Community College, Tunxis Campus, under the jurisdiction of the Board:

1. No student or employee shall knowingly possess, use, distribute, transmit, sell or be under the influence of any controlled substance on the college campus or off the college campus at a college-sponsored activity, function, or event. Use or possession of a drug authorized by a medical prescription from a registered physician shall not be a violation of this provision.
2. All colleges shall develop and enforce policies regarding the sale, distribution, possession or consumption of alcoholic beverages on campus, subject to state and federal law.

Consistent with previous Board policy, the consumption of alcoholic beverages on campus may be authorized by the CEO subject to the following conditions, as appropriate:

- a. When a temporary permit for the sale of alcoholic beverages has been obtained and dram shop act insurance has been purchased;
  - b. When a college permit has been obtained;
  - c. When students bring their own beverages;
  - d. When alcoholic beverages are provided by a student organization and no fee is charged for attendance or for said beverages.
3. All colleges shall provide educational programs on the abuse of alcohol and other drugs and referral for assistance for students and employees who seek it. Colleges are encouraged to establish campus wide committees to assist in development of these programs in response to particular campus needs and identification of referral resources in their respective service planning regions.
  4. This policy shall be published in all college catalogs, faculty and staff manuals and other appropriate literature.
  5. Failure to comply with this policy will result in invocation of the appropriate disciplinary procedure and may result in separation from the college and referral to the appropriate authorities for prosecution (Adopted November 20, 1989).

CT State Community College, Tunxis Campus' standards of conduct follow Public Law 101-226, the Drug Free Schools and Communities Act. The standards of conduct prohibit unlawful possession, use or distribution of illicit drugs or alcohol by students, employees or visitors on the college campus or at college activities. Any person knowingly and unlawfully possessing, using, transmitting, selling or being under the influence of any dependency producing drug or alcohol on campus or at any college sponsored activity or event may be subject to disciplinary action.

The use of alcohol at any college activity on or off campus is prohibited unless the CEO approves prior authorization. The CEO has established the following procedure regarding requests for the serving of alcoholic beverages at college functions:

1. Any request to serve alcoholic beverages must be consistent with the Board of Trustees for Community-Technical Colleges' Policy 4.15, "Drugs & Alcohol Policy in the Community Colleges."
2. The request must be submitted in writing to the Interim Dean of Faculty and Students at least four (4) weeks in advance of the event.
3. If the sale of alcohol is being solicited, the request must demonstrate that a temporary permit for the sale of alcoholic beverages will be obtained and dram shop act insurance will be purchased.
4. A paragraph in the request must describe how alcohol will be made available only to legal age students and/or guests. This includes students bringing in their own alcoholic



beverages, or beverages being provided free when purchased by a student organization or other group.

5. The request must include a plan for a visible educational program display or presentation urging responsible drinking of alcoholic beverages during the event.
6. Once the Interim Dean of Faculty and Students has reviewed the request for all necessary compliance, the request will be forwarded to the CEO for final decision. Note: under no conditions will alcoholic beverages be purchased for consumption with monies from the General or Operating funds of this College.

The possession, use and sale of alcohol on the CT State Community College, Tunxis Campus is prohibited, unless the above procedures and protocols have been met. CT State Community College, Tunxis Campus enforces state laws relating to underage drinking within its purview. For situations beyond the college's authority, CT State Community College, Tunxis Campus would contact the Farmington, Bristol, or State Police.

The possession, use and sale of illegal drugs on the CT State Community College, Tunxis Campus is prohibited. CT State Community College, Tunxis Campus enforces federal and state drug laws within its purview. For situations beyond the college's authority, CT State Community College, Tunxis Campus would contact the Farmington, Bristol, or State Police.

## **DRUG AND ALCOHOL EDUCATION**

The Counseling Office, Student Government Association, and the Office of the Interim Dean of Faculty and Students offer programing and resources for students and employees. Employee Assistance Program (EAP) is a professional, free and confidential service for employees equipped to handle drug and alcohol issues.

Every October the college offers screenings to increase mental health awareness and emotional wellness. The college has 'beer goggles' which are present at on campus events to demonstrate the impairment alcohol has on coordination. In addition, the college has had the police on campus demonstrating the impact of driving drunk. Students have found the beer goggles and police demonstrations very enlightening. The Counseling Office provides brochures on tables outside its office on various topics, including alcohol and drug abuse. Student Government owns a video game that can be used in conjunction with the beer goggles. The college regularly schedules events to mark:

- January—National Drug & Alcohol Facts Week Tabling
- April—National Alcohol Screening Day

Students who share with counselors that they are struggling with drug and/or substance abuse addiction are referred to outside agencies for treatment. Resources on alcohol and drug abuse are posted on the Counseling webpage. Free alcohol screenings are offered online and by appointment every semester.

## SEXUAL ASSAULT PREVENTIOM AND RESPONSE

Individuals who feel they are the victim of any sexual offense are urged to file a complaint with the Title IX Coordinator and the Connecticut State Police.

Deputy Title IX Coordinator	Sydney Lake	860-773-1644
Student Advocate	Kelly Mann	860-773-1636

All college employees are mandated reporters. Employees are required to complete a report form and submit it to the Title IX Coordinator. This form must be submitted even if a student accidentally discloses an incident of sexual misconduct. The primary goal is to provide support to a complainant of sexual misconduct.

When a student or employee reports to CT State Community College, Tunxis Campus that the student or employee has been a complainant of dating violence, domestic violence, sexual assault or stalking, whether the offense occurred on or off campus, CT State Community College, Tunxis Campus will provide the student or employee with a written explanation of the student's or employee's rights and options for available assistance in how to request changes to academic, transportation and working situations and protective measures. These accommodations/ protective measures are provided if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to local law enforcement. The college is obligated to comply with reasonable requests for changes. The Deputy Title IX Coordinator in conjunction with legal will determine what measures to take.

Complainants of sexual offenses should be assured the college will provide resources, including but not limited to treatment through local emergency services and police assistance.

CT State Community College, Tunxis Campus employs the following resources and educational programs to promote the awareness of rape, acquaintance rape, hand other forcible and non-forcible sex offenses. This list also includes events CT State Community College, Tunxis Campus has either hosted or offered trainings faculty and staff have attended about sexual violence.

- [Campus Resource Team](#), listed on page 30, chaired by the Deputy Title IX Coordinator/Associate Dean of Student Development.
- CT State Community College, Tunxis Campus is an active member of the CT College Consortium to End Sexual Violence (CCCESV).
- The Counseling Office regularly has counselors from CT Alliance to End Sexual Violence visit campus to meet with, advise & counsel students on the topic of sexual violence.
- CT State Community College, Tunxis Campus complies with Conn. Gen. Stat. § 10a-55m (f). This requires all higher education institutions, annually beginning October 1, 2015, to submit a report to the Connecticut General Assembly's Higher Education Committee that includes, for the immediately preceding calendar year, information concerning sexual assault, stalking, and intimate partner violence. The report is available from the Interim Dean of Faculty and Students and Associate Dean of Student Development/Deputy Title IX Coordinator.

- CT State Community College, Tunxis Campus actively works to engage our students, staff and faculty in efforts to combat sexual violence.
- New employees are given copies of all relevant policies and are required to complete various trainings, including Mandatory Reporter training.
- All students are required to complete the online program 'Not Anymore.'
- The campus has recognized Domestic Violence Month by displaying the Clothesline Project, displaying t-shirts from complainants of sexual assault & violence.
- The campus also has displayed Faces of Survival.
- Students and employees participate in Denim Day every April.
- Safe and positive options for bystander intervention include the following:
  - Proactive Bystander Intervention
    - In order to be a proactive bystander who helps prevent incident of sexual violence you can:
      - Believe violence is unacceptable and say it out loud
      - Talk openly with your friends about these issues
      - Use the resources listed in the brochure to inform yourself
      - Don't laugh at sexist jokes or comments
      - Empower complainants to tell their stories
  - Reactive Bystander Strategies
    - In order to be a reactive bystander who positively intervenes in instances of sexual harassment or violence, there are certain ways you can step up to prevent a risky situation resulting from an assault.
      - Assume responsibility for intervening. Don't be afraid to get involved.
      - Get help from friends.
      - Get help from CT State Community College, Tunxis Campus security guards, Deputy Title IX Coordinator or other college authorities for support/options.
      - Ask the person who is in a potentially dangerous situation if they want to leave.
      - Ask the complainant if they are okay.
      - Provide options and a listening ear.
- Risk reduction strategies include the following:
  - Know where you are going. Speak up if you are uncomfortable.
  - Communicate with your partner.
  - Know that drinking and drugs can impair your judgment.
  - If you drink, drink responsibly.
  - Only drink something that you have poured yourself or that comes in a pre-sealed container. Don't drink something that has been left unattended.
  - Use the buddy system and look out for each other.
  - Listen carefully.
  - Don't fall for the cliché, "if they say no, they really mean yes."
  - Don't make assumptions about a person's behavior.

- Be aware that having sex with someone who is mentally or physically incapable of giving consent is rape.
- Remember sexual assault is a crime.
- Resist peer pressure to commit violent acts.
- Get involved if you believe that someone is at risk.
- Know your sexual intentions and limits.
- Listen to your gut feelings.

Individuals who feel they are the victim of any sexual offense are urged to file a complaint with the Deputy Title IX Coordinator and the Connecticut State Police. Complainant/victims may decline to notify such authorities. Complainant should seek immediate medical assistance as there may be internal or external injuries and may need treatment for disease or infection. Physical evidence of a sexual assault, which includes but is not limited to hair and body fluid transfer, is highly perishable and all efforts should be made to preserve it. This may assist in proving that the alleged criminal offense occurred. A complainant of a sexual assault should not wash or change clothing until instructed by law enforcement or medical personnel. Complainants have options regarding involvement of law enforcement authorities, including declining to notify such authorities or have assistance by the campus with law authorities. Complainants should discuss options with the Deputy Title IX Coordinator.

The procedure to report or disclose sexual assault, sexual harassment, dating or intimate partner violence or stalking is as follows:

1. Report the incident (to the Deputy Title IX Coordinator) [slake@tunxis.edu](mailto:slake@tunxis.edu) and receive both on and off campus resources and support options.
2. The Deputy Title IX Coordinator will also review options for next steps that may include reporting to local law enforcement, initiating a student conduct process, informal resolution, or tracking the information.
3. If a student conduct process is initiated, there will be an investigation, hearing to determine if there was a policy violation, if a violation occurred, sanctions will be imposed and there is an optional request to the Chief Executive Officer for review.
4. Any and all steps of this process can be done with the Student Advocate [kmann@tunxis.edu](mailto:kmann@tunxis.edu), or an advisor/support person of your choosing present.

Every complainant has the right to:

- Be present, equal opportunity to present witnesses and evidence
- An adequate, reliable and impartial investigation of the complaint
- Be notified of the time frame within which the investigation will be conducted
- Be notified of the right to appeal, if any – both complainant and respondent entitled to same rights
- Have the complaint decided by using a preponderance of the evidence – more likely that the sexual harassment or violence occurred
- Be notified in writing of the outcome
- Know sanctions imposed when they directly relate to the harassed student including restraining orders, suspension, transfers to other classes

The disciplinary procedures used by CT State Community College, Tunxis Campus for students regarding sexual assault, domestic violence, dating violence and stalking are outlined in the

Appendix attached to the end of this report. The type of proceeding would be based on the circumstances of the allegation. This lists the Policy on Student Conduct, including sanctions and additional hearing procedures for sexual misconduct cases as well as the following elements:

- The standard of evidence
- Sanctions
- A prompt, fair and impartial process
- The training will be conducted by officials annually trained
- Provide respondent & complainant with the opportunity to have others present
- Not limit the choice of advisor
- Require various elements in writing to both the complainant and the respondent

The disciplinary procedures for employees regarding sexual assault, domestic violence, dating violence and stalking would be dictated by the severity of the charges, the bargaining unit the employee is in, consultation with HR, legal and law enforcement officials. A complaint may be filed by emailing HR [wbovia@tunxis.edu](mailto:wbovia@tunxis.edu) or the Deputy Title IX Coordinator [slake@tunxis.edu](mailto:slake@tunxis.edu). The steps and anticipated timelines would be set by HR. Complaints regarding employees may be directed to the Deputy Title IX Coordinator or HR at email above. The type of proceeding would be based on the circumstances of the allegation. The responsible decision maker would be HR in conjunction with the college Chief Executive Officer. Sanctions can include a warning, mandatory training or up to and including termination, in addition to any criminal charges. The proceedings will include a prompt, fair, and impartial process from the initial investigation to the final result. It will be conducted by officials who receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking, as well as how to investigate and hearing process that protects the safety of victims and promotes accountability. Training is through SUNY-Student Conduct Institute online portal. The complainant and the accused have the same opportunity to have others present during institutional disciplinary proceedings, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice in accordance with the respective collective bargaining agreement. The college will simultaneously notify, in writing, both the accuser and the accused of any institutional disciplinary proceedings that arise from an allegation of dating violence, domestic violence, sexual assault, or stalking. The procedures for appeal for both the complainant and the accused would be dictated by HR in accordance with the respective collective bargaining agreement.

The Deputy Title IX Coordinator will offer the complainant written notification of a range of protective measures, including assisting the complainant in notifying law enforcement authorities, if the complainant chooses. No contact orders should be submitted to the Deputy Title IX Coordinator. The college does not issue orders of protection; the college complies with the legal requirements of no contact orders. Other measures may include class changes, requesting accommodations for classwork and exams, referral to counseling services and working with the complainant to aid recovery. The Student Advocate will work with the respondent to ensure due process.

All college employees are mandatory reporters. Employees do not have the option of declining to notify authorities once the complainant has divulged information requiring notification. Complainants may obtain a forensic examination at one of the hospitals listed [SAFE](#) on page 27.

Completing a forensic examination does not require the complainant to file a police report. Having a forensic examination will help preserve evidence in case the complainant decides at a later date to file a police report.

The Deputy Title IX Coordinator will work with the Interim Dean of Faculty and Students (if it is not the same employee) to ensure the complainant's rights under orders of protection, 'no contact,' or restraining orders are protected applicable to sexual assault, domestic violence, dating violence and stalking. The decision will be made by both employees in consultation with legal or police. Such measures are confidential to the extent that they would not impair the ability of CT State Community College, Tunxis Campus to provide the accommodations or protective measures. The college will inform complainants before sharing personally identifying information that the college believes is necessary to provide an accommodation or protective measure.

CT State Community College, Tunxis Campus Human Resources and the Deputy Title IX Coordinator will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy and legal assistance, visa and immigration assistance, financial aid and other services for complainants on campus and within the community.

CT State Community College, Tunxis Campus will provide written notification to complainants about options for available assistance how to request changes to academic and campus working situations. The campus does not have residences, and students are responsible for their transportation to and from campus.

Complainants are urged to seek counseling and emotional assistance. Counseling services can be initiated through the campus' Counseling department. [Off-campus resources](#) are listed on page 28. The college also has a Campus Resource Team. This consists of Tunxis employees, state and local resources who assist the college in responding to incidents of sexual violence. The [team members](#) can be found on page 29.

The college will make every feasible effort to preserve the confidentiality of and prevent the disclosure of the identities of the parties involved in a sexual misconduct matter. However, information regarding alleged sexual misconduct must be handled in accordance with applicable state and federal laws. Individuals should understand, for example, the under conditions of imminent harm to the community, the college may be required by federal law to inform the community of the occurrence of the incident/s of sexual misconduct. The Deputy Title IX Coordinator will inform the person requesting confidentiality if the college cannot ensure confidentiality.

Clery Act crimes must be disclosed. Complainants are assured that the daily crime log, annual security report and other documentation available to the public will not contain personally identifying information about the complainant.

CT State Community College, Tunxis Campus will, upon written request, disclose to the alleged complainant of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such a crime or offense. If the alleged complainant is deceased as a result of such crime or offense, the next of kin

of such complainant shall be treated as the alleged complainant for purposes of this paragraph. CT State Community College, Tunxis Campus will disclose results upon written request to a complainant's next of kin in cases where the crime resulted in the complainant's death.

CT State Community College, Tunxis Campus will provide both the complainant and the respondent with simultaneous written notification of any result, any change to the result, and when such results become final of any institutional disciplinary proceeding that arises from an allegation of dating violence, sexual assault or stalking. In this circumstance, the complainant does not need to make a written request.

## **POLICY ON SEXUAL ASSAULT, SEXUAL HARASSMENT, DATING OR INTIMATE PARTNER VIOLENCE OR STALKING**

CT State Community College, Tunxis Campus prohibits the crimes of dating violence, domestic violence, sexual assault and stalking as those terms are defined for purposes of the Clery Act.

Sexual assault occurs when a person performs or compels another person to perform a sexual act or to have any form of sexual contact without consent. Rape is a specific sexual assault that involves any vaginal, oral, anal, or urethral penetration with any body part or object without consent.

**Sec. 10a-55m. (a) (1)** “*Affirmative Consent*” means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

Lack of consent may result from the impairment of the victim which can include being under the influence of alcohol or other substances, or physical helplessness of the victim. Lack of consent may also result from intimidation to include physical force to silence the victim.

Attempted sexual assault or rape occurs when a person intends to commit the offense and engages in conduct that would lead to it. Prohibited conduct includes sexual assault, rape, attempted sexual assault, indecent exposure, voyeurism, or possession or distribution of illegal pornography. In addition, sexual assault and other sexual offenses are illegal under Connecticut General Statutes and may be prosecuted in a court of law.

Any behavior that constitutes a sexual offense under this policy, or other sexual offenses that are criminal in nature are subject to disciplinary action, whether or not criminal charges are filed.

Information about sexual violence and interpersonal violence is available on the college website here: [Sexual Assault and Interpersonal Violence • Tunxis Community College](#)

## **DATING VIOLENCE DEFINITIONS**

The terms ‘dating violence,’ ‘domestic violence,’ ‘sexual assault,’ and ‘stalking’ are covered in the following Connecticut General Statutes:

**Sec. 53a-70. Sexual assault in the first degree: Class B or A felony.** (a) A person is guilty of sexual assault in the first degree when such person (1) compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person, or (2) engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two



years older than such person, or (3) commits sexual assault in the second degree as provided in section 53a-71 and in the commission of such offense is aided by two or more other persons actually present, or (4) engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse.

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

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

(3) Any person found guilty under this section shall be sentenced to a term of imprisonment of at least ten years, a portion of which may be suspended, except as provided in subdivisions (1) and (2) of this subsection, or a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years. Notwithstanding the provisions of subsection (a) of section 53a-29 and except as otherwise provided in this subsection, a court may suspend a portion of a sentence imposed under this subsection and impose a period of supervised probation pursuant to subsection (f) of section 53a-29.

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

the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

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

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

### **SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE**

**Sec. 10a-55m. (a) (1)** “*Affirmative Consent*” means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

**Sec. 10a-55m. (a) (5)** “*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 family violence as designated under section 46b-38h.

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

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

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

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

(c) Any person who violates any provision of this section shall be guilty of a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court.

### **STALKING**

**Sec. 53a-181c.** *Stalking in the first degree: Class D felony.* (a) A person is guilty of stalking in the first degree when such person commits stalking in the second degree as provided in section 53a-181d and (1) such person has previously been convicted of a violation of section 53a-181d, or (2) such conduct violates a court order in effect at the time of the offense, or (3) the other person is under sixteen years of age.

(b) Stalking in the first degree is a class D felony.

**Sec. 53a-181d.** *Stalking in the second degree: Class A misdemeanor.* (a) For the purposes of this section, "course of conduct" means two or more acts, including, but not limited to, acts in which a person directly, indirectly or through a third party, by any action, method, device or means, (1) follows, lies in wait for, monitors, observes, surveils, threatens, harasses, communicates with or sends unwanted gifts to, a person, or (2) interferes with a person's property and "emotional distress" means significant mental or psychological suffering or distress that may or may not require medical or other professional treatment or counseling.

(b) A person is guilty of stalking in the second degree when:  
(1) Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for such person's physical safety or the physical safety of a third person; or suffer emotional distress.

(2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person's employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person's place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.

(c) Stalking in the second degree is a class A misdemeanor.

**Sec. 53a-181e.** *Stalking in the third degree: Class B misdemeanor.* (a) A person is guilty of stalking in the third degree when he recklessly causes another person to reasonably fear for his physical safety by willfully and repeatedly following or lying in wait for such other person.

(b) Stalking in the third degree is a class B misdemeanor.

### **PROGRAMMING:**

**Sec. 10a-55m.** (a) (2) "Awareness programming" means institutional action designed to inform the campus community of the affirmative consent standard used pursuant to subdivision (1) of subsection (b) of this section, and communicate the prevalence of sexual assaults, stalking and intimate partner violence, including the nature and number of cases of sexual assault, stalking and

intimate partner violence reported at or disclosed to each institution of higher education in the preceding three calendar years, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions;

**Sec. 10a-55m. (a) (6)** “*Primary prevention programming*” means institutional action and strategies intended to prevent sexual assault, stalking and intimate partner violence before it occurs by means of changing social norms and other approaches, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions.

## **POLICY STATEMENT ADDRESSING SEX OFFENDER REGISTRATION**

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to issue a statement advising the campus community where law enforcement information may be obtained. It also requires sex offenders who are already required to register in a State to provide notice of each institution of higher education in that State, at which the person is employed, carries on a vocation or is a student.

In the State of Connecticut, convicted sex offenders must register with the Sex Offender Registry maintained by the Connecticut Department of Public Safety, Division of State Police, Sex Offender Registry Unit, pursuant to Connecticut General Statutes 54-250.

The Sex Offender Registry information provided under this law is intended to be used for such purposes as the administration of criminal justice, screening of current or prospective employees and volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and a willful violation shall be punishable by law.

The Connecticut Sex Offender Registry may be accessed online here: [Connecticut Sex Offender Registry Unit- Contact \(communitynotification.com\)](http://ConnecticutSexOffenderRegistryUnit-Contact(communitynotification.com))

## **WEAPONS POLICY**

Persons carrying firearms, dangerous weapons, or unauthorized chemicals into the building or on the college’s grounds may be subject to disciplinary action.

## **EMERGENCY RESPONSE DOCUMENTS AND RESOURCES**

The college has several other emergency response documents including the following:

- Emergency Response Plan
- Exposure Control Plan
- Security Protocol Plan

Hard copies are distributed around campus at the locations listed in the Introduction or requested from the Interim Dean of Faculty and Students, 100 Building.

CT State Community College, Tunxis Campus students, faculty, and staff may access the safety videos 24/7 at the following links:

Flash Point on Campus

[Flash Point On Campus - YouTube](#)

Shots Fired on Campus  
[Shots Fired On Campus - YouTube](#)

The Board of Regents encourages all community members to watch the Run, Hide, Fight video developed by Florida State University:

[Run. Hide. Fight.® at Florida State University - YouTube](#)

### **EMERGENCY NOTIFICATION SYSTEM**

Everbridge is the emergency alert system used by the Connecticut Community Colleges. The system is also used for weather-related closings and delays. Alerts may be sent via text, email and/or voice message. All students and employees are automatically enrolled. Students, faculty and staff may edit or update at [my.CTState.edu](http://my.CTState.edu). Members of the public interested in receiving alerts may contact the Interim Dean of Faculty and Students at [jyork@tunxis.edu](mailto:jyork@tunxis.edu). Standard text rates apply.

### **SAFE (Sexual Assault Forensic Examiner) Hospitals – Specialize in Responding to Complainants of Sexual Assault**

[Sexual Assault Forensic Examiners \(SAFE\) Program \(assaultservicesknowledge.org\)](http://assaultservicesknowledge.org)

#### **Hartford Hospital**

800 Seymour Street  
Hartford, CT 06102  
860-545-0000

#### **The Hospital of Central CT (N.B. Campus)**

100 Grand Street  
New Britain, CT 06052  
860-224-5011

[Home](#) | [hartfordhospital.org](http://hartfordhospital.org) | [Hartford Hospital](#) | [Hartford, CT](#)

[New Britain General Campus](#) | [thocc.org](http://thocc.org) | [The Hospital of Central Connecticut](#) | [CT](#)

#### **Manchester Memorial Hospital**

71 Haynes Street  
Manchester, CT 06040  
860-646-1222

#### **Middlesex Hospital**

28 Crescent Street  
Middletown, CT 06457  
860-358-6000

[Manchester Memorial Hospital](#) | [Eastern Connecticut Health Network \(echn.org\)](http://echn.org)

[Middlesex Health Offers More Health Care Choices & Locations](#) // [Middlesex Health](#)

#### **St. Francis Hospital**

114 Woodland Street  
Hartford, CT 06105  
860-714-4000

#### **Windham Hospital**

112 Mansfield Avenue  
Willimantic, CT 06226  
860-456-9116

[Trinity Health Of New England](#)

[Windham Hospital Home Page](#) | [Windham Hospital](#) | [Willimantic, CT](#)

### **Sexual Assault & Interpersonal Violence Resources**

#### **Tunxis Title IX Flyer**

[Title IX Flyer • Tunxis Community College](#)

#### **Sexual Assault and Interpersonal Violence - What You Need to Know**

[Sexual Assault and Interpersonal Violence • Tunxis Community College](#)

## **RESOURCES FOR COMPLAINANTS OF SEXUAL ASSAULT**

### **Farmington Police Department**

319 New Britain Avenue

Unionville, CT 06085

911 or 860-675-2400

[Police Department | Town of Farmington, CT \(farmington-ct.org\)](#)

### **Bristol Police Department**

131 North Main Street

Bristol, CT 06010

911 or 860-584-3011

Tip Line: 860-585-TIPS

[Bristol Police Department | Bristol, CT - Official Website](#)

### **CT Coalition Against Domestic Violence (CCADV)**

888-774-2900

844-831-9200 Español

[CCADV :: Home \(ctcadv.org\)](#)

### **CT State Police**

Troop H

100R Washington Street

Hartford, CT 06112

800-968-0664

860-534-1000

[Connecticut State Police Troops and Districts](#)

### **Rape, Abuse & Incest National Network (RAIN)**

National Sexual Assault Hotline:

1-800-656-HOPE (4673)

[RAINN | The nation's largest anti-sexual violence organization](#)

### **Wheeler Clinic, Inc.**

91 Northwest Drive

Plainville, CT 06062

Main Number: 888-793-3500

[Wheeler - Community | Health | Care \(wheelerclinic.org\)](#)

[Prudence Crandall](#)

### **Prudence Crandall Center for Women**

594 Burritt Street

New Britain, CT 06053

860-585-3000

### **University of Connecticut Health Center**

263 Farmington Avenue

Farmington, CT 06030

860-679-2000

[Home | UConn Health](#)

### **CT Alliance to End Sexual Violence**

Statewide 24 hour toll free hotline

1-888-999-5545 English

1-888-568-8332 Español

[Connecticut Alliance to End Sexual Violence | Support. Advocate. Prevent. \(endsexualviolencect.org\)](#)

[About the Center - Center for Changing Our Campus Culture](#)

### **Center for Changing Our Campus Culture**

(Not Alone White House Task Force)

### **National Suicide Prevention Lifeline**

988 [Lifeline \(988lifeline.org\)](#)

**TUNXIS COMMUNITY COLLEGE  
2023-2024 CAMPUS RESOURCE TEAM**

<b>Name</b>	<b>Title</b>	<b>Affiliation</b>
York McKinney, Jessica*	Interim Dean of Faculty and Students	CT State Community College, Tunxis Campus
Lake, Sydney	Associate Dean of Student Development and Deputy Title IX Coordinator	CT State Community College, Tunxis Campus
Derosier, Danielle	Prevention Coordinator	Prudence Crandall Center, Inc.
LaRue, Luke	Sergeant	CT State Police Sex Offender Registry
Lodovico, John	Director of Facilities	CT State Community College, Tunxis Campus
Mann, Kelly	Student Advocate	CT State Community College, Tunxis Campus
McCarthy, Alison	Counselor	CT State Community College, Tunxis Campus
Wilkie, Sarah	Counselor	CT State Community College, Tunxis Campus
Mountassir, Mohamed	Chair	Tunxis Campus, Health & Safety Committee
Ryan, Colin	Chief of Police	Farmington Police Department
Neeham, Olivia	Campus Advocate	YWCA

\*Chair

**PUBLIC INFORMATION NOTIFICATIONS**

Announcements regarding emergencies and/or weather closings are issued in an appropriate and timely manner. Information may be issued several ways:

- Email to employee and college-issued student emails
- Hallway monitors
- Weather-emergency line: 860-773-1301
- Tunxis webpage: [Tunxis Community College, CT - College Courses, Online Degrees](#)
- Tunxis Facebook account: [Tunxis Community College - Home | Facebook](#)
- Tunxis Twitter account: [Tunxis Comm. College \(@tunxiscc\) / Twitter](#)
- Tunxis Instagram account: [Tunxis Community College \(@tunxiscc\) • Instagram photos and videos](#)
- Notices or posters placed on bulletin boards, entrances to the college
- Everbridge Alert – the Board of Regents emergency notification system which relays information via text, email and/or voice message
- Broadcast message over campus phones



- Television & radio:

#### **Television**

Channel 3	WFSB
Channel 30	WVIT
Channel 8	WTNH
Channel 61	WTIC

#### **Radio**

WTIC – AM	1080	WRCH – FM	100.5
WTIC – FM	96.5	WZMX – FM	93.7

#### **MEDIA INQUIRIES**

All media inquiries should be directed to the Office of Marketing and Public Relations, 860-773-1410. Do not attempt to answer media questions about campus emergencies.

#### **2023-2024 CAMPUS SECURITY AUTHORITIES**

##### **Management**

Barry, Jennifer	Campus Advising Lead
Bidwell, Mary	Associate Dean, Advanced Manufacturing Technology Center
Bovia, Wendy	Regional HR Manager, North-West Region
Lake, Sydney	Associate Dean of Student Development, Deputy Title IX Coordinator, Co-Chair CARE Team
Lodovico, John	Director of Facilities
McKinney, Jessica York	Interim Dean of Faculty and Students, Chair Crisis Management, Chair Emergency Response, Co-Chair CARE Team
Rosamilio, Noel	Manager of Enrollment Operations
Reome, Darryl	Chief Executive Officer
York, Jessica	Associate Dean of Faculty

##### **Others**

Crowe, Peter	Co-Chair, Crisis Management Team
DeBari, Karen	Veterans' Mentor/OASIS Coordinator
LaPorte, Christopher	Director of Student Activities
Kelly Mann	Student Advocate

##### **Club Advisors**

Abbot, Jesse	Philosophy Club
Annecharico, Erin	Dental Assisting
Clucas, Marie	Community Outreach
DeNegre, Peter	Art Club
Holland, Mary	Paralegal Club

Fierro, Rafaele	Civic Engagement Institute
Fierro, Rafaele	Political Action Committee
Zimmerman, Marc	Student Newspaper (The Sun)
Green, Rachel	Student American Dental Hygienist Association (SADHA)
LaPorte, Christopher	Robotics Club
LaPorte, Christopher	Gaming Club
Lozada, Helen	Phi Theta Kappa
Mann, Kelly & Sirois, Lori	Healthy Minds Club
McKinney, Jessica York	Got Pride Clum
Miller, Eric	Jam Club
Milewski, Mark	Business Club
Hinton, Michael	Theatre Club
Vacant	Future Educators
Vacant	Human Services Club
Mountassir, Mohamed	Muslim Student Association
Vacant	Sports Club
Zimmerman, Marc	Student Newspaper (The Sun)

## **Crime Statistics-Tunxis Campus**

	<b>Tunxis On Campus</b>			<b>Tunxis Non-Campus</b>			<b>Tunxis Public Property</b>		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrests	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrests	0	0	0	0	0	0	0	0	0

### **Non-Arrest Disciplinary Referrals**

Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapons: Carrying, Possessing	0	0	0	0	0	0	0	0	0

	<b>Tunxis On Campus</b>			<b>Tunxis Non-Campus</b>			<b>Tunxis Public Property</b>		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
<b>VAWA Offenses</b>									
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

<b>HATE CRIMES</b>	<b>Tunxis On Campus</b>			<b>Tunxis Non-Campus</b>			<b>Tunxis Public Property</b>		
	2022	2021	2020	2022	2021	2029	2022	2021	2020
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny – Theft	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0

Public Act 21-184, An Act Requiring the Reporting of Incidents That Resulted in Serious Physical Injuries or Death at Institutions of Higher Education

2022  
Tunxis Campus 0

## Crime Statistics-Bristol

	Bristol On Campus			Bristol Non-Campus			Bristol Public Property		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrests	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrests	0	0	0	0	0	0	0	0	0
<b>Non-Arrest Disciplinary Referrals</b>									
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Weapons: Carrying, Possessing	0	0	0	0	0	0	0	0	0
	Bristol On Campus			Bristol Non-Campus			Bristol Public Property		
<b>VAWA Offenses</b>	2022	2021	2020	2022	2021	2020	2022	2021	2020
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

<b>HATE CRIMES</b>	<b>Bristol On Campus</b>			<b>Bristol Non-Campus</b>			<b>Bristol Public Property</b>		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny – Theft	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0

Public Act 21-184, An Act Requiring the Reporting of Incidents That Resulted in Serious Physical Injuries or Death at Institutions of Higher Education

2022  
Bristol Campus 0

## DEFINITIONS

Public Property: Public property (not residences or commercial property) immediately adjacent to and accessible from the campus, but not owned or under the control of CT State Community College, Tunxis Campus. Crimes reported in this category are derived through contact with municipal police agencies when available.

### Part 1 – Primary Crimes

These definitions are used in the Department of Education publications:

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

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

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

Burglary: The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

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

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

Note that only fires determined through investigation to have been willfully or maliciously set are classified as arsons. Arson is therefore the only Clery Act offense that must be investigated before it can be disclosed. If other Clery Act offenses were committed during the arson incident, the most serious is counted in addition to the arson.

### Part 2 – Alcohol, Drug & Weapon Violations

The Clery Act requires institutions collect statistics for violations of state law and or ordinances for drug, alcohol and weapons violations.

#### LIQUOR LAW VIOLATIONS

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



### WEAPONS 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; and all attempts to commit any of the aforementioned.

### 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).

## **Part 3 – Hate Crimes**

The Clery Act requires institutions collect crime statistics for hate crimes associated with either the commission of a primary crime or the lesser offenses of larceny-theft, simple assault, intimidation, destruction of or vandalism of a building or property.

### HATE CRIMES

*A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.*

Under the *Clery Act*, Hate Crimes include any of the following offenses motivated by bias: Murder and Non-negligent Manslaughter, Sexual Assault, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, Destruction/Damage/Vandalism of Property. Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property are included in your *Clery Act* statistics only if they are Hate Crimes.

#### Larceny-theft

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

#### Simple Assault

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

#### Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or conduct, but without displaying a weapon or subjecting the victim to actual attack. Includes cyber-intimidation if victim is threatened on Clery geography.

#### Destruction, damage or vandalism of property

To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of the property.

## **Part 4**

### **Violence Against Women Act (2013) Crimes**

#### Domestic Violence

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

#### Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

#### Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress.

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

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

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

**Appendix**  
**(excerpted pages 67-80 CT State Community College Student Handbook)**

# STUDENT CODE OF CONDUCT

To view the current Student Code of Conduct, please click: [BOR/CSCU | Student Code of Conduct](#).  
**Relevant sections are excerpted below.**

The Student Code of Conduct should be read and followed by all students. Violations of the Student Code of Conduct are subject to possible disciplinary action.

**DISCLAIMER:** *The BOR/CSCU Student Code of Conduct is neither a contract nor an offer of a contract between any BOR governed institution and any student. The provisions of this Code are subject to revision at any time.*

## STUDENT CODE OF CONDUCT

### PREAMBLE

Academic institutions exist for the transmission of knowledge, the pursuit of truth, the development of students, and the general well-being of society. In line with this purpose, the Board of Regents for Higher Education ("BOR") in conjunction with the Connecticut State Colleges and Universities ("CSCU") has the duty to protect the freedoms of inquiry and expression, and furthermore, has the responsibility to encourage all of its members to develop the capacity for critical judgment in their sustained and independent search for truth.

CSCU has certain self-defined institutional values. Principal among these values is respect for the safety, dignity, rights, and individuality of each member of the CSCU Community. The opportunity to live, study, and work in an institution which values diverse intellectual and cultural perspectives and encourages discussion and debate about competing ideas in an atmosphere of civility is a basic component of quality higher education.

All members of CSCU must at all times govern their social and academic interactions with tolerance and mutual respect so that the students who pass through a CSCU door are enriched by these experiences and are prepared for full and enlightened participation in a multi-cultural society. Because of the BOR's and CSCU's commitment to principles of pluralism, mutual respect, and civility, certain activities are not acceptable on CSCU campuses. Acts of intolerance, of hatred or violence based on race, religion, sexual orientation or expression, disability, gender, age, or ethnic background are antithetical to the BOR's and CSCU's fundamental principles and values. It is the BOR's and CSCU's responsibility to protect our students' right to learn by establishing an environment of civility.

The disciplinary process is intended to be part of the educational mission of CSCU. Student disciplinary proceedings are not criminal proceedings and are not subject to court rules of procedure and evidence.

### INTRODUCTION

This Student Code of Conduct (hereinafter the "Student Code" or "Code") is intended to present a clear statement of student rights and responsibilities established by the Board of Regents for Higher Education. The BOR has charged the President of the Board of Regents for Higher Education with developing procedures to protect those rights and to address the abdication of responsibilities in collaboration with the four State Universities, the twelve Community Colleges and Charter Oak State College. The Student Code describes the types of acts that are not acceptable in an academic community.

## PART A: DEFINITIONS

The following list of defined terms utilized throughout this Student Code is provided in an effort to facilitate a more thorough understanding of the 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 Vice President for Student Affairs at a University, the **Dean of Students/Dean of Students and Faculty** at a Community College, the Provost at Charter Oak State College or their designee shall make the final decision of the interpretation of the definition of any term found in the Student Code. For purposes of interpretation and application of the Student Code only, the following terms shall have the following meanings:

1. **"Accused Student"** means any student accused of violating this Student Code.
2. **"Advisor"** means a person who accompanies an Accused Student or an alleged victim to a hearing (or a proceeding pertaining to a report of sexual violence) for the limited purpose of providing advice and guidance to the student. An advisor may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding pertaining to a report of sexual violence).
3. **"Appellate Body"** means any person or persons authorized by the University Vice President for Student Affairs, Community College **Dean of Students/Dean of Students and Faculty**, Charter Oak State College Provost or their designee to consider an appeal from a determination by a Hearing Body that a student has violated the Student Code.
4. **"Calendar Days"** means the weekdays (Mondays through Fridays) when the University or College is open.
5. **"College"** means either collectively or singularly any of the following institutions: **Connecticut State Community College campuses of Asnuntuck, Capital, Gateway, Housatonic, Manchester, Middlesex, Naugatuck Valley, Northwestern, Norwalk, Quinebaug Valley, Three Rivers, Tunxis**, and Charter Oak State College.
6. **"Complainant(s)"** means the person(s) who initiates a complaint by alleging that a Student(s) violated the code.
7. **"CSCU"** means either collectively or singularly, any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University; **Connecticut State Community College campuses of Asnuntuck, Capital, Gateway, Housatonic, Manchester, Middlesex, Naugatuck Valley, Northwestern, Norwalk, Quinebaug Valley, Three Rivers, Tunxis**; and Charter Oak State College.
8. **"CSCU Affiliates"** means individuals and/or entities with whom or with which the College or University has a contractual relationship.
9. **"CSCU Official"** means any person employed by the College, **CT State** or University to perform assigned administrative, instructional, or professional responsibilities.
10. **"CSCU Premises"** means all land, buildings, facilities, and other property in the possession of, or owned, used and/or controlled by, the University or College, either solely or in conjunction with another entity.
11. **"Disciplinary Officer" or "Conduct Administrator"** means a University, College, **CT State** or CSCU official who is authorized to determine the appropriate resolution of an alleged violation of the Code and/or to impose sanctions or affect other remedies as appropriate. Subject to the provisions of this Code, a disciplinary officer or conduct administrator is vested with the authority to, among other duties: investigate a complaint of an alleged violation of the Code decline to pursue a complaint, refer identified disputants to mediation or other appropriate avenues of resolution, establish charges against a student, enter into an administrative agreement developed with an Accused Student in accordance with Section II-B-3 of this Code, advise a Hearing Body, and present the case before the Hearing Body.

12. **"Hearing Body" or "Hearing Panel"** means any person or persons authorized by the University Vice President for Student Affairs, Community College *Dean of Students/Dean of Students and Faculty/Student Conduct Officer* or Charter Oak State College Provost to determine whether a student has violated the Code and to impose sanctions as warranted, including a hearing officer or hearing board.
13. **"Institution"** means the University or College within CSCU.
14. **"Instructor"** means any faculty member, teaching assistant or any other person authorized by the University to provide educational services, including, but not limited to, teaching, research, and academic advising.
15. **"Member of the CSCU Community"** means any person who is a student, an official or any other person who works for CSCU, either directly or indirectly (e.g., for a private enterprise doing business on a CSCU campus).
16. **"Policy"** means the written regulations, standards, and student conduct expectations adopted by the BOR and found in, but not limited to the Student Handbook, the Residence Life Handbook, the housing contract, the graduate and undergraduate catalogs, and other publicized University and College notices.
17. **"Prohibited Conduct"** means the conduct prohibited by this Code, as more particularly described in Part I-D of this Code.
18. **"Reporting Party"** means any person who alleges that a student has violated this Code.
19. **"Student"** means either (1) any person admitted, registered, enrolled or attending any CSCU *or CT State* course or CSCU *and CT State* conducted program, whether full-time or part-time, and whether pursuing undergraduate, graduate or professional studies, or continuing education; (2) any person who is not officially enrolled for a particular term but who has a continuing relationship with a CSCU; or (3) any person within two calendar years after the conclusion of their last registered Community College course unless the student has formally withdrawn, graduated or been expelled from the College.
20. **"Student Code" or "Code"** means this Student Code of Conduct.
21. **"Student Organization"** means an association or group of persons that have complied with the formal requirements for University or College recognition.
22. **"Support Person"** means a person, who accompanies an Accused Student, a Reporting Party or a victim to a 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.
23. **"University"** means any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, and Western Connecticut State University, whichever the alleged violation of the Code occurred.
24. **"Shall" and "will"** are used in the imperative sense.
25. **"May"** is used in the permissive sense.

## **PART B: APPLICATION, DISTRIBUTION, AND ADMINISTRATION OF THE STUDENT CODE OF CONDUCT**

1. Application of the Student Code: The Student Code shall apply to the four Connecticut State Universities, the twelve Community Colleges, and the on-line college: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University; *the campuses of Connecticut State Community College – Asnuntuck, Capital, Gateway, Housatonic, Manchester, Middlesex, Naugatuck Valley, Northwestern, Norwalk, Quinebaug Valley, Three Rivers, Tunxis*; and Charter Oak State College.

An alleged violation of the Student Code shall be addressed in accordance with the Code of Conduct, even if the accused Student has withdrawn from the Institution prior to the completion of the disciplinary procedures.

The Student Code shall apply to Students and to University Student Organizations. The term “student” shall generally apply to the student as an individual and to a Student Organization as a single entity. The officers or leaders of a particular Student Organization usually will be expected to represent the organization during the disciplinary process. Nothing in this Student Code shall preclude holding certain members of a Student Organization accountable for their individual acts committed in the context of or in association with the organization’s alleged violation of this Code.

2. Distribution of the Student Code: The Student Code shall be made readily available electronically and/or in a printed publication to students, faculty and staff. The office responsible for Student Affairs will annually distribute and make available to students, faculty and staff, electronically and/or in a printed publication, any revisions to the Code.
3. Administration of the Student Code: A University’s and Charter Oak State College’s Provost or a Community College’s **Dean of Students/Dean of Students and Faculty** shall be the person designated by the institution President to be responsible for the administration of the Academic Misconduct portion of the Student Code. A University’s Vice President for Student Affairs, a Community College’s **Dean of Students/Dean of Students and Faculty**, or Charter Oak State College’s Provost shall be the person designated by the institution President to be responsible for the administration of the Non-Academic Misconduct portion of the Student Code.

## PART C: SCOPE OF AUTHORITY

A Student who is found responsible for engaging in conduct that violates the Student Code on any CSCU campus, **CT State campuses** or on property controlled by the BOR or by any CSCU Affiliate or any CSCU sponsored function or event shall be subject to the sanctions described in this Code. The Student Code of Conduct also applies to online activities, where applicable. Students who attempt to engage in conduct that violates this Code, who knowingly encourage, aid or assist another person in engaging in such conduct, or who agree with another person, explicitly or otherwise, to engage in such conduct, may also be subject to disciplinary action.

Off-campus misconduct by University students may be subject to the jurisdiction of the University and addressed through its disciplinary procedures if one of the following conditions is met: (i) a Student engages in prohibited conduct at an official University event, at a University- sanctioned event, or at an event sponsored by a recognized University Student Organization; or (ii) a Student engages in prohibited conduct under such circumstances that reasonable grounds exist for believing that the Accused Student poses a threat to the life, health or safety of any member of the CSCU or to the property of the CSCU.

Community College students conduct is subject to the Code on campus and off-campus whenever such conduct impairs College-related activities or affairs of another member of the College community or creates a risk of harm to a member or members of the College community. Students must be aware that, as citizens, they are subject to all federal and state laws in addition to all CSCU regulations governing student conduct and responsibilities. Students do not relinquish their rights nor do they shed their responsibilities as citizens by becoming members of the CSCU Community. However, where a court of law has found a student to have violated the law, an institution has the right to impose the sanctions of this Code even though the conduct does not impair institution-related activities of another member of the university or college community and does not create a risk of harm to the college or university community. The decision to exercise this right will be in the sole discretion of the President of the impacted institution or his/her designee.

Charter Oak State College applies this Code to matriculated and non-matriculated students, including those participating in portfolio assessment, credential evaluation, testing, or contract learning. Jurisdiction shall be limited to student conduct that occurs while students are taking Charter Oak State College courses or availing themselves of Charter Oak State College services. However, if a matriculated Charter Oak State College student is found guilty of

student misconduct at another institution, including but not limited to misrepresentation of records from other institutions, the student may be subject to disciplinary action at Charter Oak State College.

## PART D: PROHIBITED CONDUCT

The following list of behaviors is intended to represent the types of acts that constitute violations of this Code.

1. Academic misconduct, which includes, but is not limited to, plagiarism and all forms of cheating.

*Plagiarism* is defined as the submission of work by a student for academic credit as one's own work of authorship which contains work of another author without appropriate attribution.

*Cheating* includes, but is not limited to: (i) use of any unauthorized assistance in taking quizzes, tests or examinations; (ii) use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems or carrying out other assignments; (iii) the acquisition, without permission, of tests or other academic material belonging to a member of the University faculty or staff; and (iv) engaging in any other behavior specifically prohibited by a faculty member in the course syllabus.

2. Acts of dishonesty, including but not limited to the following:
  - a. Misuse of University or College documents, including, but not limited to forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other College or University identification document, course registration document, schedule card, transcript, or any other institution- issued document or record.
  - b. Knowingly furnishing false information to any CSCU Official faculty member or office.
3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, CSCU/BOR, the institution, or any member of the CSCU Community.
4. Actual or threatened physical assault or abuse, threatening behavior, intimidation, or coercion.
5. Sexual misconduct may include engaging in one of more behaviors:
  - (a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to:
    - sexual flirtation, touching, advances or propositions
    - verbal abuse of a sexual nature
    - pressure to engage in sexual activity
    - graphic or suggestive comments about an individual's dress or appearance
    - use of sexually degrading words to describe an individual
    - display of sexually suggestive objects, pictures or photographs
    - sexual jokes
    - stereotypic comments based upon gender
    - threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.



- (b) **Sexual assault** shall include but is not limited to a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

A person who initially consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. Consent cannot be assumed because there is no physical resistance or other negative response. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). Consent must be affirmative. (*See Sexual Misconduct Reporting, Support Services and Processes Policy*).

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a- 72b and 53a-73a of the Connecticut General Statutes.

- (c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (such as letting your friends hide in the closet to watch you having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

6. Intimate partner violence is defined as:

- Including intimate partner violence, which is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault, as defined in section 5 above; (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment, as defined in section 5 above or, (5) sexual exploitation, as defined in section 5 above.
- Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
- Threat of abuse, which can include but is not limited to, 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 threat.
- Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.

7. Violations of privacy, including, but not limited to, voyeurism and the use of web-based, electronic or other devices to make a photographic, audio or video record of any person without his or her express consent, when such a recording is intended or likely to cause injury or distress. This includes, but is not limited to: (i) surreptitiously taking pictures or videos of another person in spaces such as sleeping areas, bathrooms, gymnasiums, locker rooms, and changing areas; and (ii) sexually exploiting another person by electronically recording or permitting others to view or electronically record, consensual sexual activity without a partner's knowledge or permitting others to view or listen to such video or audio tapes without a partner's knowledge

and consent. Publicizing or threatening to publicize such records will also be considered a violation of this Code.

8. Hazing, which is defined as an act which endangers the mental or physical health or safety of a Student, or which destroys, damages, or removes public or private property for the purpose of initiation or 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 to an allegation of hazing. Consenting to the activity by remaining silent or not objecting in the presence of hazing is not a neutral act and is also a violation of this Student Code.
9. Stalking, which is defined as repeatedly contacting another person when:
  - a. The contacting person knows or should know that the contact is unwanted by the other person; and
  - b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

As used in this definition, the term "contacting" includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on-line community or any other internet communication) or remaining in the physical presence of the other person.

10. Harassment, which is defined as conduct which is abusive or which interferes with a person's pursuit of his or her customary or usual affairs, including, but not limited to, such conduct when directed toward an individual or group because of race, ethnicity, ancestry, national origin, religion, gender, sexual orientation or expression, age, physical attribute, or physical or mental disability or disorder, including learning disabilities and mental retardation.
11. Conduct that is disorderly, lewd or indecent (including, but not limited to, public nudity and sexual activity in areas generally open to members of the campus community), breach of peace or aiding, abetting or procuring another person to breach the peace on CSCU premises or at functions sponsored by, or affiliated with the University or College.
12. Behavior or activity which endangers the health, safety, or well-being of oneself or others.
13. Offensive or disorderly conduct which causes interference, annoyance or alarm or recklessly creates a risk thereof at CSCU or CSCU premises, CSCU web or social media sites, at a CSCU-sponsored activity or in college or university courses, including cyber bullying. This offense does not apply to speech or other forms of constitutionally protected expression.
14. Unauthorized possession, duplication or use of keys (including, but not limited to, card access, card keys, fobs, etc.) to any CSCU premises or forcible and/or unauthorized entry on or into CSCU premises.
15. Starting fires, causing explosions, falsely reporting the presence of fire, bombs, incendiary or explosive devices, or falsely reporting an emergency.
16. Unauthorized or improper possession, use, removal, tampering or disabling of fire and/or safety equipment and warning devices, failure to follow standard fire and/or emergency safety procedures, or interference with firefighting or emergency response equipment or personnel.
17. Use, possession, purchase, sale or distribution of alcoholic beverages, except as expressly permitted by law and CSCU regulations. Alcoholic beverages may not, under any circumstances, be used by, possessed by, or distributed to any person under twenty-one (21) years of age.

18. Use, possession, purchase, sale, distribution or manufacturing of narcotics, controlled substances and/or drugs, including, but not limited to, marijuana and heroin, or drug paraphernalia, except as expressly permitted by law.
19. Use, possession or distribution of firearms, ammunition for firearms, other weapons or dangerous instruments, facsimiles of weapons or firearms, fireworks, explosives or dangerous chemicals. A dangerous instrument is any instrument, article or substance that, under the circumstances in which it is being utilized, is capable of causing death or serious physical injury. The possession of a deadly weapon or dangerous instrument on campus is strictly prohibited, even if such item is legally owned.
20. Gambling, including, but not limited to, promoting, wagering, receiving monies for wagering or gambling for money or property on CSCU premises.
21. Disruption or obstruction of any College or University function, activity or event, whether it occurs on or off the campus, or of any non-University or College function, activity or event which is authorized by the institution to occur on its premises.
22. Intentional obstruction of the free flow of pedestrian or vehicular traffic on CSCU premises or at University or College-sponsored or supervised functions or interference with entry into or exit from CSCU premises or with the free movement of any person.
23. Failure to comply with the directions of CSCU officials or law enforcement officers acting in the performance of their duties and/or failure to identify oneself to these persons when requested to do so.
24. Conduct that violates published BOR/CSCU policies, rules, and regulations, including, but not limited to, residence hall rules and regulations.
25. Conduct prohibited by any federal, state and/or local law, regulation or ordinance.
26. Unauthorized use of CSCU property or the property of members of the CSCU Community or of CSCU Affiliates.
27. Theft, unauthorized use, or abuse of University or College computers and/or peripheral systems and networks, including, but not limited to:
  - a. Unauthorized access to CSCU computer programs or files;
  - b. Unauthorized alteration, transfer or duplication of CSCU computer programs or files;
  - c. Unauthorized use of another individual's identification and/or password;
  - d. Deliberate disruption of the operation of CSCU computer systems and networks;
  - e. Use of the Institution's computing facilities and resources in violation of copyright laws (including unauthorized peer-to-peer file sharing of copyrighted material, including, but not limited to, copyrighted music, movies, and software);
  - f. Use of computing facilities and resources to send obscene messages (which are defined as messages which appeal mainly to a prurient, shameful or morbid interest in nudity, sex, excretion, sadism or masochism, go well beyond customary limits of candor in describing or representing such matters, and are utterly without redeeming social value); and
  - g. Violation of the BOR Policy Statement on Acceptable and responsible use of Information Technology resources and/or any applicable BOR computer use policy.
28. Abuse of the CSCU conduct and disciplinary system, including but not limited to:
  - a. Failure to obey the notice from a Hearing Body or CSCU Official to appear for a meeting or hearing as part of the Student Conduct system;
  - b. Falsification, distortion, or intentional misrepresentation of information to a Disciplinary Officer or Conduct Administrator, or before a Hearing Body;
  - c. Initiation of a conduct or disciplinary proceeding knowingly without cause;

- d. Disruption or interference with the orderly conduct of a disciplinary proceeding;
- e. Attempting to discourage an individual's proper participation in, or use of, the disciplinary system;
- f. Attempting to influence the impartiality of a Disciplinary Officer, Conduct Administrator or member of a Hearing Body prior to, and/or during the course of, the disciplinary proceeding;
- g. Harassment (verbal or physical) and/or intimidation of a Disciplinary Officer, Conduct Administrator, or member of a Hearing Body prior to, and/or during the course of the disciplinary proceeding;
- h. Failure to comply with the sanction(s) imposed under the Student Code; and
- i. Influencing or attempting to influence another person to commit an abuse of the disciplinary system.

## **PART E: HEARING PROCEDURES FOR SEXUAL MISCONDUCT, SEXUAL INTIMATE PARTNER, DOMESTIC VIOLENCE & STALKING REPORTS**

In addition to disciplinary procedures applicable to State University students in Section II, Community College students in Section III, and Charter Oak State College Students in Section IV, for any hearing conducted involving allegations of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence the Complainant and the Respondent shall each have the following rights:

1. All complaints of sexual misconduct will be reviewed by the ***Equity and Civil Rights Office or a Deputy*** Title IX Coordinator who will determine supportive measures and whether the complaint falls within the scope of Title IX.
2. If the institution's ***Deputy*** Title IX Coordinator ***or Equity and Civil Rights Office*** determines that the alleged harassment is:
  - (1) so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity; or,
  - (2) implicates an employee of the institution, alleging that the employee conditioned a provision of an aid, benefit, or service upon the complainant's participation in unwelcome sexual conduct; or,
  - (3) alleges "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v)<sup>1</sup>, "dating violence" as defined in 34 U.S.C. 12291(a)(10)<sup>2</sup>, "domestic violence" as defined in 34 U.S.C. 12291(a)(8)<sup>3</sup>, or "stalking" as defined in 34 U.S.C. 12291(a)(30)<sup>4</sup> as defined in 34 U.S.C. 12291(a)(30)<sup>5</sup>

and

  - (4) the alleged harassment occurred within the United States on property owned or controlled by the

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<sup>1</sup> 20 U.S.C. 1092(f)(6)(A)(v), The term "[sexual assault](#)" means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

<sup>2</sup> 34 U.S.C. 12291(a)(10) The term "[dating violence](#)" means violence committed by a person - (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

<sup>3</sup> 34 U.S.C. 12291(a)(8) The term "[domestic violence](#)" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or [youth](#) victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

<sup>4</sup> 34 U.S.C. 12291(a)(30) (30) The term "[stalking](#)" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

<sup>5</sup> 34 U.S.C. 12291(a)(30) (30) The term "[stalking](#)" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

institution or any building owned or controlled by a student organization officially recognized by the institution; and

- (5) at the time of the filing the Complainant was participating or attempting to participate in the educational program or activity;

The **Office of Equity and Civil Rights Office** will initiate the Title IX Process.

The Title IX Process and Procedures are available on-line and through the **Office of Equity and Civil Rights**.

3. If the institution's Title IX Coordinator determines that the alleged harassment does not meet the factors in Section 2 above, but the alleged misconduct violates the Student Code of Conduct, the following procedures apply:
- a. At any meeting or proceeding, both the Complainant and Respondent (Respondent means the person who has been reported to **have violated** the Student Code of Conduct) may be accompanied by an advisor or support person of the student's choice provided the advisor or support person does not cause a scheduled meeting or hearing to be delayed or postponed and provided an advisor or support person may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding or pertaining to a report of sexual misconduct);
  - b. Both the Complainant and Respondent are entitled to request that disciplinary proceedings begin promptly;
  - c. Any hearing regarding an accusation of sexual misconduct shall (i) be fair, prompt and impartial; (ii) be conducted by a Hearing Body annually trained in issues relating to sexual misconduct (iii) use the preponderance of evidence (more likely than not) standard; (iv) shall allow both the Complainant and Respondent the opportunity to present evidence and witnesses on their behalf during any disciplinary proceeding; (v) provide both the Complainant and Respondent with equal access to any information that will be used during meetings and hearings; (vi) invoke the standard of "affirmative consent"<sup>6</sup> in determining whether consent to engage in sexual activity was given by all persons who engaged in sexual activity; (vii) presume that the Respondent is not responsible until the conclusion of the process; and (viii) the hearing will be held live.
  - d. In accordance with the Family Educational Rights and Privacy Act (FERPA), Complainant and Respondent have the right to keep their identities confidential;
  - e. Complainants and Respondents shall be provided written notice of the decision of the Hearing Body simultaneously, normally within one (1) business day after the conclusion of the Hearing. In accordance with the Family Educational Rights and Privacy Act (FERPA) the notice to parties to sexual misconduct shall contain only the following: the name of the parties, the violation committed, if any, and any sanction imposed against the Respondent.
  - f. Both parties shall have the same right to request a review of the decision of the Hearing Body (appeal rights) in the same manner and on the same basis; however, if a request for review is determined to be properly made and if the review determines there is sufficient grounds for altering the decision of the Hearing Body, among the other actions that may be taken as set forth above, the sanction of the hearing may be increased or decreased.

Notwithstanding the foregoing, in any hearing pertaining to sexual misconduct both the Complainant and Respondent are entitled to be simultaneously provided notice of any change in the results of the hearing prior to the time when the results become final, as well as to be notified when such results become final.

If the institution's Title IX Coordinator determines that the allegations do not constitute a violation of Title IX, Board **or institutional** policy and can make no finding of responsibility, complainant and respondent will be notified that the matter will be closed.

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<sup>6</sup> The standard of "Affirmative Consent" is set forth in the BOR Sexual Misconduct Reporting, Support Services and Processes Policy and is incorporated herein by reference.

## PART F: CONDUCT AND DISCIPLINARY RECORDS

The written decision resulting from an administrative conference or a hearing under this Code shall become part of the student's educational record and shall be subject to the provisions of the Family Educational Rights and Privacy Act (FERPA). A student's disciplinary record shall be maintained separately from any other academic or official file maintained by the Institution. Disciplinary records will be maintained for a period of five (5) years from the date of the incident, except that the sanction of expulsion shall be noted permanently.

While student education records are generally protected from disclosure by FERPA, there are a number of exceptions to this rule. Students should be aware that a record concerning his/her behavior while a student at the College or University may be shared with other colleges or universities to which the student may subsequently wish to transfer or be admitted. Similarly, prospective employers may require a student to provide access to his/her education records as part of the employment application process. A record of having been sanctioned for conduct that violates Section I.D. of the Code may disqualify a student for admission to another college or university and may interfere with his/her selection for employment.

## PART G: INTERPRETATION AND REVISION

Questions regarding the interpretation of this Code shall be referred to the University's and Charter Oak State College's Provost or a Community College's **Dean of Students/Dean of Students and Faculty** or their designees for the administration of the Non-Academic Misconduct portion of the Student Code and to the University's Vice President for Student Affairs, a Community College's **Dean of Students/Dean of Students and Faculty** or Charter Oak State College's Provost or their designees for the administration of the Academic Misconduct portion of the Student Code.

This Code shall be reviewed and revised, if and as necessary, every five (5) years, or as directed by the President of the Board of Regents for Higher Education.

## CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS

Procedures for Community College students differ from those procedures applicable to either the Universities or Charter Oak State College. This is due to the environmental, cultural, and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) for Community College Students as set for in this Section III of the Code.

### PART A: DISCIPLINARY PROCEDURES (Academic and Non-Academic Misconduct)

In regard to College Students, the following procedures shall govern the enforcement of the Code:

1. Information that a student may have violated the Code should be submitted to **the Conduct Administrator designated by the Dean of Students/Dean of Students and Faculty**, or other designee of the President (hereinafter referred to as "the **CA**"), normally within thirty (30) calendar days of the date of a possible violation or within thirty (30) calendar days of the date that the facts constituting a possible violation were known.
2. Upon receipt of information relating to a possible violation **from the CA**, the **Dean of Students/Dean of Students and Faculty** may immediately place restrictions on or suspend a student on an interim basis if, in the judgment of the Dean, the continued presence of the student at the College or continued participation in the full range of college activities poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process.

- a. "Interim restrictions" are limitations on the Student's participation in certain College functions and activities, access to certain locations on campus or access to certain persons, that do not prevent the Student from continuing to pursue his/her academic program. A Student upon whom the Dean has placed interim restrictions shall be afforded written reasons for the restrictions, as well as the time period during which the interim restrictions shall apply. The decision of the Dean regarding interim restrictions shall be final.
  - b. "Interim suspension" is the temporary separation of the Student from the College that involves the denial of all privileges, including entrance to College premises. Prior to imposing an interim suspension, the Dean shall make a good faith effort to meet with the Student. At this meeting, the Dean shall inform the Student of the information received and provide the Student an opportunity to present other information for the Dean's consideration. Based upon the information available at that time, the Dean shall determine whether the Student's continued presence on campus poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process. A Student suspended on an interim basis by the Dean shall be provided written reasons for the suspension and shall be entitled to an administrative conference or a hearing as soon as possible, normally within ten (10) calendar days from the date the interim suspension was imposed. The decision of the Dean regarding an interim suspension shall be final.
3. Following the imposition of interim restrictions or interim suspension, if any, the **CA** shall promptly investigate the information received by meeting with individuals who may have knowledge of the matter, including the accused Student, and by reviewing all relevant documents.
4. In cases where the respondent has an approved disability accommodation that may be relevant to the investigation, the CA will consult with the Campus disability coordinator before finalizing the investigation. If upon the conclusion of the **CA's** investigation, the **CA** determines that there is insufficient reason to believe the Student has committed a violation of any part of Section I.D. of this Policy, the Dean shall dismiss the matter and shall so inform the Student in writing.
5. If upon the conclusion of the **CA's** investigation, the **CA** determines that there is reason to believe the Student has committed a violation of any part of Section I. D. of this Code and, after considering both the possible violation and the prior conduct record of the Student, that a sanction of less than suspension or expulsion is appropriate, the **CA** shall schedule **a meeting with the Student to informally resolve the issue**. The Student shall be given reasonable notice of the time and place of the **meeting**. At the **meeting**, the Student shall have the opportunity to present information for the **CA's** consideration. At the conclusion of the **meeting**, the **CA** shall determine whether it is more likely than not that the Student has violated the Policy and, if so, impose a sanction less than suspension or expulsion. The **CA** shall provide the Student with a written explanation for the determination. **The decision of the CA may be appealed to the Dean based on the criteria note in #10.**
6. If upon the conclusion of the **CA's** investigation, the **CA** determines that there is reason to believe the Student has committed a violation of any part of Section I.D. of this Code and, after considering both the violation and the prior conduct record of the Student, that a sanction of suspension or expulsion is appropriate, the **CA** shall provide the Student with reasonable written notice of **an administrative conference with the CA** and shall inform the Student that **their** failure to attend the **administrative conference** or to respond to the notice may result in the imposition of the maximum permissible sanction. At the meeting, the **CA** shall provide the Student with a written statement that shall include the following:
  - a. a concise statement of the alleged facts;
  - b. the provision(s) of Section I.D. that appear to have been violated;
  - c. the maximum permissible sanction; and
  - d. a statement that the student may resolve the matter by mutual agreement with the **CA**, or may request a hearing by notifying the **CA** in writing, which must be received by 5:00pm on the following business day.
7. If the Student requests **an administrative** hearing, he/she is entitled to the following:
  - a. to be heard within five (5) days or as soon as reasonably possible, by an impartial party or panel whose members shall be appointed by the **CA**;



- b. if the **CA** appoints an impartial panel, to have a Student on the panel if requested by the Student;
  - c. to appear in person and to have an advisor who not shall attend as a representative of the Student. However, if there is pending at the time of the hearing a criminal matter pertaining to the same incident that is the subject of the hearing, a lawyer may be present for the sole purpose of observing the proceedings and advising the Student concerning the effect of the proceedings on the pending criminal matter;
  - d. to hear and to question the information presented;
  - e. to present information, to present witnesses, and to make a statement on his or her behalf; and
  - f. to receive a written decision following the hearing.
8. As used herein, the term “impartial” shall mean that the individual was not a party to the incident under consideration and has no personal interest in the outcome of the proceedings. Prior to the commencement of the hearing, the Student who is subject to the hearing may challenge the appointment of an impartial party or panel member on the ground that the person(s) is (are) not impartial. The challenge shall be made in writing to the **CA** and shall contain the reasons for the assertion that the person(s) is (are) not impartial. The decision of the **CA** shall be final.
9. A written **recommendation** of the impartial party or panel shall specify whether, based on the information presented, it is more likely than not that the Student committed the violation(s) reported and shall state the sanction to be imposed, if any. The written **recommendation shall be sent to the Dean who will review the recommendation and communicate the final outcome to the student.**
10. Sanctions imposed by an impartial party or panel are effective immediately. The **Dean** may, for good cause, suspend imposition of the sanctions imposed by the impartial party or panel to allow the Student time to prepare a written request for review. If a written request is received, the **Dean** may continue to suspend imposition of the sanctions until he has reviewed and acted on the Student’s request.
11. A written request for review of the decision of the impartial party or panel must be received by the President/**CEO** within three (3) calendar days after the Student is notified of the decision and must clearly identify the grounds for review. The review by the President is limited to the record of the hearing, the written request, and any supporting documentation submitted with the request by the Student. The decision of the impartial party or the panel shall be upheld unless the President finds that:
  - a. a violation of the procedures set forth herein significantly prejudiced the Student; and/or
  - b. the information presented to the impartial party or panel was not substantial enough to justify the decision; and/or,
  - c. the sanction(s) imposed was (were) disproportionate to the seriousness of the violation.
12. Decisions under this procedure shall be made only by the college officials indicated.

## PART B: DISCIPLINARY SANCTIONS

The prior conduct record of a Student shall be considered in determining the appropriate sanction for a Student who has been found to have violated any part of Section I.D. of this Code. Sanctions shall be progressive in nature; that is, more serious sanctions may be imposed if warranted by the prior conduct record of the Student.

A “sanction” may be any action affecting the status of an individual as a Student taken by the College in response to a violation of this Policy, and for the purposes of this Section III of the Code include but are not limited to the following:

1. “Expulsion” is a permanent separation from the College that involves denial of all Student privileges, including entrance to College premises;
2. “Suspension” is a temporary separation from the College that involves denial of all Student privileges, including entrance to college premises for the duration of the suspension, and may include conditions for reinstatement;



3. "Removal of College Privileges" involves restrictions on Student access to certain locations, functions and/or activities but does not preclude the Student from continuing to pursue his/her academic program;
4. "Probation" is a status that indicates either (a) serious misconduct not warranting expulsion, suspension, or removal of College privileges, or (b) repetition of misconduct after a warning has been imposed;
5. A "Warning" is a written notice to the Student indicating that he or she has engaged in conduct that is in violation of Section I.D. of this Code and that any repetition of such conduct or other conduct that violates this Code is likely to result in more serious sanctions;
6. "Community Restitution" requires a Student to perform a number of hours of service on the campus or in the community at large.

***EDITORIAL NOTE: The Student Code of Conduct is currently under review by CSCU/CT State. Minor editorial revisions to original text, made for purposes of Handbook clarity, are noted in bold italics.***

