



UNIVERSITY OF BRIDGEPORT

ANNUAL SECURITY AND FIRE REPORT
2024

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INTRODUCTION

Message from the Executive Director of Campus Security

As the Executive Director of Campus Security, it is imperative to emphasize the importance of maintaining a safe and secure environment for the University of Bridgeport community. Security's commitment to safety extends beyond the mere presence of our security personnel; it is a collaborative effort that involves our community. Ensuring a safe campus environment is a shared responsibility. Working together and remaining vigilant, we can create a campus community where everyone feels secure and supported.

Crime prevention and awareness play a vital role in our educational mission. Security is here to provide you with information, training, and support to enable us to work together to maintain safety.

The Annual Security and Fire Report is provided to inform you of the crime prevention programs and give you the necessary tools that the University of Bridgeport maintains to strive for a safe environment for all our students, faculty, and staff. Your input is invaluable in helping us continue to improve our safety measures.

Executive Director of Campus Security
April J. Vournelis

Mission Statement

The University promotes academic excellence, personal responsibility, and commitment to service. Distinctive curricula in an international, culturally diverse supportive learning environment prepare graduates for life and leadership in an increasingly interconnected world.

Overview of University of Bridgeport

Located in Bridgeport CT on an 86-acre campus on the shoreline of Long Island Sound, what is today's University of Bridgeport was originally founded in 1927 as the first junior college chartered in the northeastern region of the United States. The College merged with Weylister Junior College and the Fones School of Dental Hygiene in 1947. The institution was then chartered as a four-year university with the authority to grant baccalaureate degrees, thus becoming the University of Bridgeport (UB). The College of Arts and Sciences and Business was added, followed by the Colleges of Nursing, Education, and Engineering. UB awarded its first master's degree in 1951. Of note to this proposal, the first nursing graduates were in 1950.

UB currently hosts many career-oriented programs at the baccalaureate, master's, and doctoral levels. Fall 2023 enrollments for undergraduate and graduate programs combined were reported as 4,103, an increase from 3,998 during fall 2022. The student population is diverse: in 2022-2023, the undergraduate student population was almost equally divided between three racial identities: 29% of the undergraduate student population was Black, 30% Hispanic, and 29% Caucasian. In acknowledgment of this, UB was notified on March 3, 2021, of its federal approval as a "Hispanic Serving Institution" (reported on: https://nces.ed.gov/programs/digest/d22/tables/dt22_312.40.asp). UB holds a substantial international population, comprising 3% of undergraduates and 42% of graduate students in 2022-2023.

Regarding institutional governance and administration, in May 2021, UB was purchased by Goodwin University in an arrangement where UB retains its Board of Trustees (BOT), administration, budget, and federal identification number. In alignment with the NECHE Policy on Innovation, UB is an independent institution and a corporate subsidiary of Goodwin University.

ANNUAL SECURITY REPORT OVERVIEW

The University of Bridgeport's Campus Security Department, under the administration of the Executive Director, is committed to providing a safe academic environment for all students, faculty, staff, and visitors with a minimum of inconvenience to their daily activities. Among other requirements, the Clery Act requires higher education institutions to provide timely warnings to their community regarding crimes that represent a threat to that community and to make public campus security policies. Data must also be collected, reported, and disseminated to the campus community, potential students, and employees, and submitted to the U.S. Department of Education on October 1 each year. The intent of the Clery Act is to provide students, families, and employees with accurate, complete, and timely information about campus safety so they can make informed decisions.

The information in this brochure has been compiled and presented in compliance with the requirements of the Crime Awareness and Campus Security Act of 1990. This Act requires all postsecondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information. In 1998, there was an amendment that renamed the law "The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act" in memory of a Lehigh University student who was raped and murdered in her residence hall room in 1986. In addition, the report is compliant with Connecticut General Statute Section 10a-55 and Public Law 101-542, as amended, each institution of higher education within the State is required to annually prepare a Uniform Campus Crime Report, consistent with the FBI Uniform Crime Reporting system. This report reflects the crime statistics on the property of the institution for the preceding calendar year.

Crime statistics for the University of Bridgeport are located at <http://ope.ed.gov/campusafety>.

Annual Disclosure and Distribution

The Executive Director of Campus Security, or designee is responsible for preparing the University of Bridgeport's Annual Security Report. This report, and the data included in it, is compiled by reviewing all incidents reports, programs and policies of all campuses and other information obtained from Campus Security Authorities. Statistics pertaining to crimes occurring on public property adjoining the University are requested from the local police jurisdictions annually. Crime statistics are compiled by an electronic record keeping system dedicated to the security department.

By October 1 of each year, notification of the publication of the Annual Security Report is sent to students by electronic mail and through a posting on the myUB portal, and to employees through new hire orientation, and by electronic mail with hyperlinks to the report on the University's Web site. The electronic address (URL) to obtain the report is: <https://www.bridgeport.edu/campus-safety/incident-reporting> .

A printed copy of the Annual Security Report is available for review and may be obtained from the offices listed below:

Department of Campus Security	Norseman Hall, 221 University Avenue, Bridgeport, CT 06604	(203) 576-4911
Office of Housing and Residential Life	Seeley Hall (Rear), 490 Waldemere Avenue Bridgeport, CT 06604	(203) 576-4227
Office of Admissions	Wahlstrom Library, 126 Park Avenue, Bridgeport, CT 06604	(203) 576-4552
Department of Human Resources	Wahlstrom Library, 126 Park Avenue, Bridgeport, CT 06604	(203) 576-4588

UNIVERSITY OF BRIDGEPORT CAMPUS SECURITY

The University of Bridgeport Campus Security Department is a non-sworn security department contracted by Securitas Security Services USA, Inc., overseen by the University of Bridgeport’s Executive Director of Campus Security. The department is further comprised of an Assistant Director, Account Manager, supervisors, dispatchers, patrol and access control officers. Dedicated staff patrol the campus and its surrounding area by vehicle, foot and bicycles. The Waterbury Center has an officer assigned to their campus area. The primary goal is to provide a safe environment for the University of Bridgeport community.

Campus Security Officers are required to successfully complete an orientation course with Securitas Security Services, Inc. Each officer completes an 8-hour course required by Conn. Gen. Stat.§. 29-161q for Security Officers. Veteran patrol officers as well as supervisors’ mentor and provide on the job training for newly hired officers. The Security staff is responsible for investigating any allegations of a wrongful or significant act that occurs on campus. Campus Security follows a developed Investigation Protocol and receives training in the various elements of the investigation, reporting requirements and interview skills. All supervisors are certified in 1st Aid, CPR, and AED by the American Heart Association, as well as trained to carry and administer NARCAN. In addition, all officers are responsible for handling safety and access control for the campus.

The Department of Campus Security reports to the Vice President of Facilities, Security, and Information Technologies who reports directly to the President of the University.

The Security Office at the University of Bridgeport is in Norseman Hall on the East Side of campus. The address is 221 University Avenue. The office is open 24 hours a day, seven days a week. The department can be reached by dialing one of the numbers below. Campus Security encourages you to program these phone numbers into your cell phone or landline for easy access and immediate use. The Waterbury Center officer does not have an office number. An officer is on patrol Monday – Thursday. The hours vary according to class schedules. It is required that all crimes be reported to Campus Security at the main Bridgeport campus and encourage members of the community to notify the local police department.

Telephone Directory

Campus Emergency	(203) 576-4911
Campus Security Information	(203) 576-4913
University Information: Main Campus	(203) 576-4000
Waterbury Campus	(203) 573-8501
Security email address	security123@bridgeport.edu
Bridgeport Police Department	(203) 576-7671 (non-emergency)
Waterbury Police Department	(203) 574-6920 (non-emergency)

Main Campus Dialing:	
Campus Emergency	Ext. 4911
Campus Security Information	Ext. 4913

Description of Campus Security Jurisdiction

Campus Security at the University of Bridgeport has jurisdiction over campus grounds located between the south side of Atlantic Street to the north side of Waldemere Avenue and the west side of Broad Street to the east side of Iranistan Avenue. The properties beyond these boundaries are patrolled by the local police department and fall outside the jurisdiction of Campus Security. In the event of an emergency affecting our community, the University of Bridgeport Campus Security has developed partnerships with municipal, state, and federal agencies.

Campus Security at the Waterbury Center has authority within the controlled space leased by the University of Bridgeport, including the areas and parking lots used to access that space. All other areas fall under the authority of the local Waterbury police department.

Campus Law Enforcement Authority

Campus Security, as University officials on private property, has:

- the authority to address orders of protection in conjunction with local law enforcement
- the right to confiscate stolen property, illegal weapons, and controlled substances
- the authority to operate emergency notification systems, if needed
- the authority to facilitate first responder calls and investigations
- the authority to request photo identification, question and deny access to unauthorized person/s on campus property

University Security personnel, including the officer at the Waterbury Center, are not public safety officers and do not have the authority to make arrests or to enforce governmental laws, rules, or regulations. Neither the University nor Campus Security have agreements with law enforcement agencies, such as written memoranda of understanding (MOU) for the investigation of alleged criminal offenses. However, the University and/or Campus Security may and frequently do opt to engage in such cooperation or may be compelled to do so by law.

The local police and state authorities work closely with the campus security staff when incidents arise that require joint investigative efforts, resources, crime related reports and exchange of information as deemed necessary.

The University community is strongly encouraged to report in an accurate and timely fashion any incidents of crime to Campus Security and/or the local police department. When the victim of a crime elects to or is unable to make such a report, Campus Security will assist with reporting the crime to the local authorities.

Services Which Campus Security Does Not Provide

There are certain services that University Security is unable to offer without detracting from its primary responsibilities:

- Providing campus telephone numbers. Please see the University website at www.bridgeport.edu.
- Changing flat tires. Campus Security will however assist in securing help.
- Delivering and posting messages for class cancellations.
- Accepting deliveries for others.

Campus Security and Interagency Relationship

Campus Security is notified of crimes occurring at non-campus locations through local law enforcement agencies when those agencies request assistance or when they routinely pass along information that may be of mutual interest. Annually, Campus Security requests a summary of criminal activity from local law enforcement agencies for the following:

- On-campus buildings or property owned or controlled by the University;
- Non-campus buildings or property owned or controlled by student organizations that are recognized by the University;
- Non-campus buildings or property owned or controlled by the University that are used in direct support of, or in relation to, the University’s educational purposes, or are frequently used by students, but are not in the same adjacent or contiguous geographic area of the University; and
- Public property, including parks, thoroughfares, streets, sidewalks, and parking facilities, which are within the campus or immediately adjacent to and accessible from the campus.

REPORTING CRIMES AND OTHER EMERGENCIES

Members of the UB community are strongly encouraged to report crimes accurately and promptly, hazardous conditions, significant safety concerns, suspicious activities, medical and fire emergencies, or other incidents to Campus Security on the main campus at the University of Bridgeport by calling (203) 576-4911. On the main campus of the University, you may also report crimes by activating the LiveSafe application or by reporting in person at Norseman Hall (221 University Avenue). Campus Security is primarily responsible for responding to these types of incidents on both campuses. Campus Security provides emergency assistance, investigates and documents reported incidents, and is the liaison with all other public safety agencies.

At the Waterbury Center, crimes and emergencies must be reported directly to 911. A follow-up call must then be made to the main campus security department at (203) 576-4911 for documentation of the incident. You may also report crimes by activating the LiveSafe application. If you activate the Campus Security card on the LiveSafe application, you will be connected to a dispatcher on the main campus. If you activate the 911 card through LiveSafe, you will be connected to the local police department. The main campus will receive notification that a 911 call was placed, if deemed necessary, campus security officers from the main campus will go to the Waterbury Center to investigate.

Dispatchers are available on the main campus 24 hours a day, 7 days a week to answer all calls for service or emergencies. In response to a call, Campus Security will take the required action, dispatch an officer to the scene to initiate an investigation or ask the caller to report to Campus Security to file an incident report. Dispatchers are also responsible for monitoring various cameras, fire, and other alarms. Campus Security utilizes card access systems and video surveillance to monitor campus buildings and property of the University of Bridgeport campus.

Campus Security will also aid victims in reporting a crime to the local police department.

Campus Security, in cooperation with local law enforcement agencies, investigates all reported criminal activities. Anyone with information regarding a crime or other situation posing an ongoing threat to the campus community should immediately notify Campus Security.

Below is a list of departments you may report criminal offenses to:

Department of Campus Security	(203) 576-4911	Norseman Hall
Office of Dean of Students	(203) 576-4273	Student Center, room 116
Office of Housing and Residential Life	(203) 576-4227	Seeley Hall, rear entrance
Title IX and Equity Coordinator	(203) 576-4534	Wahlstrom Library, 7 th floor

Reporting Medical Emergencies

Main Campus: In the event of any medical (or other) emergency, dial (203) 576-4911 and clearly state your emergency to the dispatcher. Do not hang up the phone until the dispatcher has taken all the required information. The University of Bridgeport Security Department, in conjunction with Bridgeport Fire/Rescue, will respond to the emergency. If you are on the main campus, UB recommends that you not call 911 directly. The phone trunk may not provide a location for the 911 operator should the caller become incapacitated, and the 911 operator may dispatch an EMS vehicle to the campus with a crew that may not be familiar with the campus. By calling (203) 576-4911 first, the dispatcher can better serve you by providing more immediate assistance such as an Automated External Defibrillator (AED) in the case of a heart attack. You may also activate your LiveSafe application and security will be dispatched and respond to your location.

Emergency Medical Services (EMS)

Main Campus: The University of Bridgeport Campus Security contacts 911 to provide EMS response and transport services for the University of Bridgeport main campus community. Call Campus Security when you believe someone's life is threatened, when someone faints or collapses, has persistent chest pain, difficulty breathing, or is injured (e.g., bleeding profusely).

In non-emergencies, all students can visit Student Health Services located at the main campus 60 Lafayette Street, Room 119, during office hours. After office hours, Campus Security can provide students with a taxi voucher which will provide them with a free round trip to and from an emergency room in the Greater Bridgeport area.

RED Emergency phones, located in buildings throughout the main campus, are connected directly to the Campus Security Office and require no dialing; just lift the phone from the cradle and wait for the dispatcher to answer. The following are the locations of the "red emergency phones":

- Arnold Bernhard Center, basement, 2nd, 6th and 8th floors near elevator lobby*
- College of Chiropractic, 1st floor, west end, outside room 106
- Charles Dana Hall of Science, 1st floor, outside room 159 and inside Chemistry Lab room 124
- Engineering and Technology, 1st floor, east hall
- Eleanor Dana Hall, main hall, outside room 102
- Health Sciences Center, by rooms 106 and 114
- Hubbell Gymnasium, main floor, south side
- Marina Dining Hall, west side by main entrance
- Wheeler Recreation Center, in pool area, outside of the director's office

There are also various emergency phone lines on the main campus that go directly to Campus Security in the following areas:

- Arnold Bernhard Center- all elevator cars*
- Barnum Hall - outside main entrance
- Carlson Hall - elevator car
- Cooper Hall - outside main entrance
- Charles Dana Hall of Science - elevator car
- Seeley Hall - outside main entrance
- Wahlstrom Library - all four elevator cars
- Health Sciences Center - outside main entrance and elevator cars

**Arnold Bernhard Center was sold July 1st, 2021*

Waterbury Center: should call 911 directly for any medical or other emergency. If possible, contact the campus administrators at those locations and the main campus for documentation.

Campus Incident Reports

All Campus Security incident reports are forwarded to the Dean of Students' office for review and potential action. Campus Security will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Dean of Students' office. If assistance is required from the local police or fire departments, Campus Security will contact the appropriate unit. If Campus Security receives a report of sexual assault or rape, staff on the scene, including Campus Security, will notify the Title IX and Equity Coordinator and will offer the victim accommodations and protective measures, outlined more fully in the University's Policy on Discrimination, Harassment, Sexual Misconduct, and Retaliation.

Voluntary Confidential Crime Reporting

The University of Bridgeport has a confidential crime reporting system through the LiveSafe application. This system is for any observed offenses.

If you are the victim of a crime and do not want to identify yourself to administrators or pursue action within the University system or the criminal justice system, you may still want to consider making a confidential report to a Counselor in Counseling Services. With such information, the University will have accurate data regarding the frequency of criminal activity, may be able to determine whether there is a pattern of crime regarding a specific location, method or assailant; and may be able to alert the campus community to any potential danger while still protecting your identity. When appropriate, Counseling Services may verbally encourage students to report to Campus Security. However, disclosures made to staff at Counseling Services are confidential unless there is an immediate risk of harm to self or other. No disclosure would be made without student agreement.

Department of Campus Security	(203) 576-4911 or (203) 576-4912	Norseman Hall
Counseling Services	(203) 576-4454	Carstensen Hall

Campus Security Authorities

Campus Security Authorities (CSAs) are required to notify Campus Security when allegations of Clery Act crimes are reported to them in their capacity as a CSA. The United States Department of Education has defined those who must report crimes for the compilation of this annual report to be:

- Campus Security personnel.
- Any additional individual who has responsibility for campus security (e.g., Guest Relations Associates who monitor access to residence halls).
- Any school official "with significant responsibility for student and campus activities."
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.

While job titles may vary from institution to institution, the rules indicate that a dean of students, director of athletics, team coaches, director of a campus health services, director of counseling services, Title IX Compliance Officer, and faculty advisors to student groups meet the criteria for being Campus Security Authorities.

The Clery Act carves out two exemptions to the definition of a Campus Security Authority: Pastoral Counselor and Professional Counselor. A *Pastoral Counselor* is an employee of an institution who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor. A *Professional Counselor* is an employee, or individual under contract to provide counseling at an institution, whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

Campus “Pastoral Counselors” and Campus “Professional Counselors”, when acting as such, are not considered to be a Campus Security Authority and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, they are encouraged, if and when they deem it appropriate, to inform people being counseled of the procedures to report crimes on a voluntary (and confidential) basis for inclusion in the annual crime statistics.

Timely Warning

If a situation arises, that in the judgment of the Executive Director of Security, constitutes an ongoing or continuing threat to the safety of members of the University community, whether it be on the main campus or Waterbury Center, a “timely warning” will be issued by the Dean of Students, his designee, or the Director of Housing and Residential Life in consultation with the provost. A warning will be posted appropriately on campus, by placing a copy in a suitable location in each residence hall, Knights’ End, Marina Dining Hall, Café Scribe, and/or academic buildings at the involved campus.

Depending on the particular circumstances of an incident, especially in situations that could pose a significant and immediate threat to the community or individuals, the Office of the Dean of Students may transmit the warning through our Emergency Broadcast System (LiveSafe), the University’s e-mail system or portal to students, faculty, and staff, and/or post a notice on the University of Bridgeport web site at: www.bridgeport.edu to enhance the speed of distribution of such information to the University community.

In incidents where the alleged or known perpetrator has been identified and the threat of future incidents has been minimized or eliminated by the person(s) being banned from campus, the residence halls, and/or incarcerated; community notices may not need to be published or may be published only in certain locations. Anyone with information warranting a timely safety warning should report the circumstances to Campus Security by telephone (203) 576-4911 or in person at Campus Security in Norseman Hall (221 University Avenue).

UNIVERSITY OF BRIDGEPORT EMERGENCY MANAGEMENT

The University of Bridgeport Emergency Operations Center Team is activated whenever there is a major emergency that requires coordination of both internal and external resources to ensure the continuation of education services at the University.

Emergency Operations Center

The Emergency Operations Center is located on the main campus of the University of Bridgeport. The Emergency Response Team (ERT) is organized under the Incident Command System (ICS) and headed by the Incident Commander. Members are activated based on the type and nature of the incident to manage the operational aspects of the University’s response to an emergency event. Each member of the team is defined to have critical responsibilities on a university wide basis during emergency situations. All members have alternates in case of the primary team member’s absence.

Emergency Response Team members are as follows:

- Executive Director of Campus Security
- Dean of Students
- Director of Housing and Residential Life
- Director of Student Health Services
- Director of Counseling Services
- ERT Scribe

Emergency Response Team support members are as follows:

- University President
- Provost
- Vice President of Administration and Finance
- Director of Human Resources
- Registrar
- Director International Center for Students and Scholars
- Director of Academic & Campus Technology Services
- General Manager of Dining Services

EMERGENCY NOTIFICATION AND EVACUATION

The University conducts emergency response exercises annually, tests the emergency broadcast system; LiveSafe, on campus twice a year and participates in field exercises in collaboration with the local city Emergency Management and/or police department. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

Campus Security directors and supervisors have received training in Incident Command and Responding to Critical Incidents on Campus. If a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually the Campus Security staff, local police and/or the local fire department, and they typically respond and work together to manage the incident. Depending on the nature of the incident, other public safety departments and other local or federal agencies may also be involved in responding to the incident.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency, to assess the emergency response and evacuation procedures, and to assess and evaluate the emergency evacuation plans and capabilities. Evacuation drills are used to educate and train occupants on issues specific to their building. During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University with an opportunity to assess the operation of fire alarm system components.

Evacuation drills are coordinated with Campus Security, the Office of Housing and Residential Life for all residential facilities and Building Managers for all academic buildings. Students, faculty, and staff receive information about evacuation and shelter-in-place procedures at the start of a semester. The emergency response and evacuation procedures are tested twice each year. In an emergency, the buildings will be secured, and students, faculty and staff will be directed to a safe location. Students, faculty, and staff learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. Campus Security does not inform the University community in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, Campus Security, Residential Life staff and/or Building Managers on the scene will communicate information to students and staff regarding the developing situation or any evacuation status changes.

Evacuation drills are monitored by Campus Security, the Office of Housing and Residential Life and/or Building Monitors to evaluate egress and behavioral patterns. Reports are prepared by participating departments which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

If an evacuation is not deemed appropriate, procedures for shelter-in-place may be initiated.

What it Means to "Shelter-in-Place": If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to "shelter-in-place" means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic "Shelter-in-Place" Guidance: If an incident occurs and the building you are in is not damaged, stay inside-seeking an interior room-until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, keys, medicine etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to "Shelter-in-Place": A shelter-in-place notification may come from several sources, including Campus Security, Housing and Residential Life Staff members, other University employees, the federal government, local police, or other authorities utilizing the University's emergency communications tools.

How to "Shelter-in-Place": No matter where you are, the basic steps of shelter-in-place will remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

- If you are inside, stay where you are. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
- Locate a room to shelter inside. It should be:
 - An interior room
 - Above ground level and
 - Without windows if possible or with the least number of windows.
- If there is a large group of people inside a particular building, several rooms may be necessary
- Shut and lock all windows and close exterior doors. Stay away from all doors and windows
- Make a list of the people with you and ask someone to call the list into Campus Security, if possible.
- Be prepared to move quickly if the need arises due to an evacuation order.
- Be prepared to barricade/lock the entrance or doorway, remain quiet (silence all electronic devices) and shut lights off in the room that you are in if violence has or is expected to occur.
- Never leave your shelter in place location until told to do so by a confirmed member of an Emergency Services Department or confirmed Campus Security Officer.

The University reviews and revises its Emergency Response Plan and evacuation procedures on an annual basis, including but not limited to campus-wide training on lock-down procedures, shelter-in- place, and evacuation. The University has announced tests of the emergency response and evacuation procedures at least twice a year. The emergency response tests are announced via email to the entire campus community and various administrators collect documentation about the nature of the test and the demographics reached.

The Emergency Response Plan is distributed to the:

- Connecticut Department of Emergency Services and Public Protection, Division of Emergency Management and Homeland Security
- Office of Emergency Management and Homeland Security
- Bridgeport Fire Department
- Bridgeport Police Department

NOTIFICATION TO THE UNIVERSITY OF BRIDGEPORT COMMUNITY OF AN IMMEDIATE THREAT

Commonly, Campus Security becomes aware of critical or other emergency situations that may pose an immediate threat to the health or safety of some or all members of the University of Bridgeport Community, when they are reported to University of Bridgeport Campus Security or upon discovery during patrol or other assignments. All members of the University of Bridgeport Community are notified on an annual basis (through annual training, the Security Protocol Plan, and the *Key to UB*) that they are required to notify the Campus Security Department of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate or ongoing threat to the health and safety of students and/or employees on campus. Campus Security has the responsibility of responding to, and summoning the necessary resources, to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation. In addition, the local Police Department has a responsibility to respond to such incidents to determine if the situation does in fact pose a threat to the community. If that is the case, federal law requires that the institution immediately notify the campus community or the appropriate segments of the community that may be affected by the situation.

Emergency Broadcast System

Once first responders (including, but not limited to local police or fire), confirm that there is, in fact, an emergency or dangerous situation, the University Administrators will be notified. First responders in collaboration with University Administrators will determine if an emergency broadcast will be issued. If in their judgement, a notification is to be issued, University Administration will, without delay, consider the safety of the community, determine the content of the notification and initiate the broadcast system, unless issuing a notification, will, compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The University Administrators will use the Emergency Broadcast System to communicate the threat to the University of Bridgeport Community or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population. For example, the entire campus community will be notified when there is at least the potential that a large segment of the community will be affected by a situation, or when a situation threatens the operation of the campus. There will be a continuing assessment of the situation and additional segments of the campus community may be notified if a situation warrants such action.

In the event of a serious incident that poses an immediate threat to members of the University of Bridgeport community, the University utilizes an electronic broadcast system through LiveSafe. LiveSafe will allow the University of Bridgeport to transmit messages to users via text message/email/push notifications, informing them of an event that may have a direct impact on health or safety.

Other Methods of Communicating an Emergency

Other methods of communication include network emails, Residential Life communications with residential students and emergency messages that may be placed on the University of Bridgeport website (<http://www.bridgeport.edu>) and the University of Bridgeport portal. Some or all of these methods of communication may be activated in the event of an immediate threat to the University of Bridgeport community. The University may continue to post updates during a critical incident on the University of Bridgeport web site and portal.

Notification of criminal activities can also be obtained through our daily crime log which is available for viewing in the security office.

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

From the very start of a student's acclimation to campus (during the orientation programs, residence hall programs, international student programs, commuter programs, etc.), Campus Security, the Office of Housing and Residential Life and International Center for Students and Scholars, present safety, and security awareness programs for all

students matriculating on campus. Similar information is presented to employees. Crime Prevention and Sexual Assault Prevention Programs and Bystander Intervention programs are offered by the university. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

“See Something, Say Something” Security Awareness Program, New, Transfer, and International Student Orientation Security Awareness, Evacuation/Lockdown Procedures and Employee Health and Safety Fairs are just a few of the different programs we present to our students, faculty, and staff every semester. These programs continue throughout the year in academic and non-academic buildings during normal working hours as well as after hours.

Additional Prevention Programs:

Greek Life: The Division of Student Affairs provides quality hazing-prevention education and risk management compliance. Anti-Hazing statements are distributed to every Greek Letter Organization member yearly and are included in the Greek Manual.

New Student Orientation (and Family Orientation): All incoming students and attending parents receive information at orientation from the Dean of Students, UB Security, and other departments about campus alcohol and other drug (AOD) policies, enforcement, sanctions, and safety. Participation in orientation is mandatory for incoming students. Family members receive literature giving them helpful hints of how to discuss AOD use with their students.

Education and Prevention Resources

UB offers educational programs on health, safety, security, and many other topics throughout the year in and outside of the residence halls. Educational resources are available for students, staff and faculty on topics including, but not limited to, safety procedures on and off campus, alcohol poisoning prevention, illegal and prescription drug abuse, sexual health and decisions in the presence of alcohol and other drugs, and preventing and responding to sexual assault, stalking, and intimate partner violence. The University of Bridgeport has a Memorandum of Understanding (MOU) with the Center for Family Justice, a local sexual assault and domestic violence advocacy agency that is available to offer a variety of services to victims of sexual assault and intimate partner violence including education and prevention resources (UB’s policies and procedures regarding sexual misconduct are referenced in Chapter 6 of the Key to UB).

LiveSafe Emergency and Tip Application

LiveSafe is the personal UB security and information phone application for all students, faculty, and staff. It is available for Android and iPhone devices. LiveSafe allows the user to send tips and messages to Campus Security, share locations with friends or family, locate buildings on campus and access emergency services and preparedness information.

The information is easy to obtain directly from your hand-held device by scrolling through the information tabs provided and opening the tab to reach Campus Security while on campus or 911/police when off-campus. Other information available is the SafeWalk feature where the user can allow a family member or friend to follow you on the application to ensure the safe arrival to the destination of your choice. If you are looking for a specific building on campus, the LiveSafe application can give walking or driving directions from wherever you are to the university destination address you choose.

Advocacy and Support for Victims of Sexual Assault and Domestic Violence

The University’s Sexual Assault Response and Prevention Team regularly convenes to evaluate the University response to and community education about sexual assault, stalking, and intimate partner violence. Campus Security,

Student Affairs, the Office of Title IX Compliance, Equity, and Inclusion, the Office of Housing and Residential Life, Counseling Services, and Student Health Services are all equipped to respond to sexual assault, stalking, and intimate partner violence complaints. UB offers immediate and ongoing advocacy and support for sexual assault and intimate partner violence survivors through Counseling Services and its partner, the Center for Family Justice.

The University works with the survivors to facilitate a change in living situation and/or classroom situation, when appropriate. The University will enforce known restraining orders or direct survivors to resources where orders of protection can be obtained and provide orders of no contact on campus, when necessary.

Student Responsibility

Students are encouraged to take an active role in crime prevention by taking steps to be responsible for their own personal safety and the security of their personal belongings.

Students are informed to always lock residential room doors; never prop interior room doors or exterior building doors and never allow anyone into the residential hall without following proper sign-in procedure. Additional safety steps include, always locking your vehicles and placing items of value out of sight, locking bicycles with sturdy locks, utilizing the campus personal safety escort service, and reporting any suspicious activity immediately to Campus Security.

All students, employees and visitors should report criminal activity on the main campus to Campus Security by calling (203) 576-4911 or on the LiveSafe app. You may also report incidents in person at the Campus Security Office located in Norseman Hall on Linden Avenue, directly behind the library.

The LiveSafe application, which works in and around the main campus, is a crime preventive application that all students, faculty, and staff download on their phone.

Responsible Action and Peer Intervention/Amnesty

The University expects all students to comply with the Code of Community Standards. Further, the University encourages students to summon help for peers who are observed to be in a potentially dangerous situation, including, but not limited to, abuse of alcohol, drugs, and/or sexual assault. In support of peer intervention, the University will not generally initiate disciplinary action against a student who seeks medical or other assistance for a peer, even if the reporting student is in violation of alcohol, drug or other provisions of the Code of Community Standards. The University may, however, require the reporting student to attend a drug/alcohol training program. Reporting students are expected to: (1) report the incident through the LiveSafe app, or by contacting Campus Security (203) 576-4911, a staff member of the Office of Housing and Residential Life (203) 576-4227, office of the Dean of Students (203) 576-4392 and/or other appropriate official(s); (2) remain with their peer in distress until attended to by emergency personnel; and (3) cooperate with any University investigation, including without limitation speaking with appropriate University personnel. This policy does not apply when: (1) the reporting student has committed a repeated, flagrant, or serious violation of the Code of Community Standards (e.g. acts of violence, assault, distribution of alcohol or drugs, hazing, property damage, etc.); (2) the reporting student caused harm to another person requiring emergency assistance or response; or (3) the reporting student is seeking medical assistance for his/her own medical emergency. Furthermore, this policy does not restrict the jurisdiction or action of local police or other authorities.

Residence Halls

Residence halls are located on the main campus only. Every residence hall has a Resident Director and Resident Assistants who reside there and aid the students living in the hall. Residential housing is staffed by Campus Security officers and Front Desk Assistants 24 hours a day, seven days a week. They monitor the specific building they are assigned to and maintain a record of guests that are granted access to the building. The host student must come to the front desk to sign the guest into the building. All guests, overnight guests, and visitors are required to leave an identification card at the front desk when visiting a student in the residential halls. Accepted IDs are a valid

University of Bridgeport card, valid driver's license/state ID, valid passport and a valid military ID. Visitors are the responsibility of the host student and must adhere to all university policies governing their stay. To ensure that access to the building is restricted, students and visitors are warned that no one may prop a door open or allow unauthorized persons into the residence halls.

Safety Tips

In the Residence Halls

- Make sure your room door lock works properly.
- Be sure all windows have secure frames and locks.
- Report any maintenance deficiencies that may compromise building security to your resident assistant.
- Never hide your door key anywhere outside your residence.
- If you lose your room key, report it, and obtain a new one; do not rely on your roommate to be around to open your door for you.
- Lock your door whenever you leave, even if only for a brief time (e.g. going to take a shower).
- Never leave your wallet, purse, laptop, or valuables unattended.

When Walking

- Walk in groups of three or more or contact Campus Security for a walking escort.
- Walk only in well-lit areas and avoid short cuts through poorly lit vacant lots and other deserted places.
- If a driver stops you to ask for directions, do not get too close to the vehicle to avoid being pulled inside or have something stolen from you.
- If you think you are being followed, change direction and head for a well-lit area with other people around.

Off Campus

- Keep your doors locked and dead bolted.
- Check every window in your house for windows that will not latch or that were left open.
- After having any type of maintenance or repair work done in your home, check all windows and doors to make sure they have not been tampered with by the work personnel for later access to your home.
- Do not leave keys to your house outside. Leave a key with a trusted friend.
- If you plan to return home after dark, make sure to leave exterior lights on before you leave. Motion detector lighting is highly effective.
- Do not open your door unless you know who is on the other side.
- If approached while outside your home, keep your distance and/or retreat into your home, locking the door.
- Before getting in your car, give it a quick visual check, outside and inside as you approach. Have your key in your hand and ready to use.
- When exiting any building, whether home, office, store, or other public place, look in all directions as you exit.

At All Times

- Report all suspicious persons or activity to Campus Security.
- Call Campus Security if you experience any theft issues.
- Program Campus Security's phone number into your cell phone.
- Always carry your phone with LiveSafe app while on campus.

Walking Escort Service

Campus Security offers an on-campus walking escort service 24 hours a day for your security. Simply call the department at 203-576-4911, state your name, location, and destination, and if your route is on university property, an officer will accompany you to your location.

On the Waterbury Center, contact the front desk to request a security escort during their work hours.

Lost & Found

Lost and found is located at the main office of Campus Security. If you come into possession of a lost item, immediately bring it to Campus Security for safekeeping and documentation. Lost items are held by Campus Security for 30 days before they are donated or discarded.

At the Waterbury Center, found items can be brought to the Administrative Office.

Suspicious Mail & Packages

If you come across mail or packages that look suspicious, contact Campus Security immediately at (203) 576-4911. Do not move, touch, or handle suspicious letters or packages. Simply leave it and leave the area. If you or someone else comes in contact with the letter or package, take precautions and wash your hands with soap and water and let medical staff know that you have come in contact with the suspicious letter or package or its contents. Secure the area of the object by not allowing anyone access to the immediate area until Security arrives by means of physical barricade, tape, or distance. Upon arrival, Security will initiate an investigation of the mail or package and if needed, the local police department will be contacted.

It is not necessary to evacuate the building unless a threat has been issued or an unfamiliar substance is either present on the outside of the object or is leaking from the object.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and guests. The University encourages an open environment, with limitations, to assure adequate protection of all members of the University community. Except for residence halls, most campus facilities are normally open when classes are in session or by special arrangements with the building manager, Event Management or Campus Security. The public may be invited to attend cultural and recreational events on campus, with access limited to facilities in which the events are held. The University reserves the right to exclude from its premises individuals who present a potential threat or whose behavior has interfered with the rights of others or with a safe and secure campus environment. Authorization for use of campus grounds for assembly purposes must be obtained in advance from the Event Managements Office and Campus Security. At night and during times when the campus is officially closed, University buildings are locked, and only faculty, staff, and students with proper authorization are permitted into such buildings.

Access to the Waterbury Center is provided in accordance with the contracted dates and times of operation.

The Office of Housing and Residential Life, working with Campus Security, controls access to all residence halls 24 hours a day through an electronic card access system. Front Desk Assistants and Security Officers are at the front desks of Barnum, Chaffee, Seeley, and University halls 24 hours a day. Students gain access to their residence halls by using their proximity cards at the entrance of each hall. ID cards are non-transferable and may not be used by any other person for any other purpose. Individuals who suspect their ID cards may have been lost or stolen should contact Campus Security immediately. The University will prosecute any unauthorized person who trespasses or loiters on university property.

Proper lighting and building security are critical factors in the reduction of crime on campus. The Facilities Department maintains buildings and grounds with a concern for safety and security. Inspections of campus facilities are conducted on a regular basis and repairs are made as quickly as possible. All members of the campus community are encouraged to report safety and security hazards to the Facilities Department or Campus Security.

CODE OF COMMUNITY STANDARDS

University Policies apply to conduct occurring on university premises, at university-sponsored activities, and to off-campus conduct that adversely affects the University community and/or its objectives. The Policies apply to all conduct by a student, even when occurring during an academic term when the student is not enrolled at the University. Moreover, the University retains authority to administer discipline with respect to any student conduct (occurring while the individual was a student) even if:

The student subsequently graduates, withdraws, takes leave, or is otherwise absent from the University, and

The University does not learn of the conduct until after the student leaves the University, as described above.

The Code of Community Standards shall apply to a student's conduct even if the student withdraws from school while a disciplinary matter is pending. The University may take any action it deems necessary to maintain a safe environment, and to protect its community and community members under all circumstances. The University may withhold the award of a degree and/or the privilege of participating in graduation(s) while a disciplinary action is pending.

Cases of alleged violations of the Code of Community Standards will be reported to the University Student Conduct Officer, ("USCO"). In each case in which a SCA (Student Conduct Administrator or CSHB (Community Standards Hearing Board) determines that a student and/or group or organization has violated the Code, the sanction(s) shall be determined and imposed by the USCO. The USCO is not limited to sanctions recommended by members of the CSHB. Following the CSHB hearing, the USCO shall advise the Respondent, group and/or organization (and a Complainant who believes s/he was the victim of another student's conduct) in writing of its determination and of the sanction(s) imposed, if any." The University of Bridgeport does not recognize or support any non-campus organizations.

OFF CAMPUS STUDENT MISCONDUCT

The University Student Conduct Officer (USCO)/Assistant Dean of Students determines whether disciplinary action under the Code of Community Standards (Code) shall be initiated when a student is involved in off campus student misconduct. This decision is made on a case-by-case basis. University disciplinary proceedings may be initiated against a student charged with conduct that potentially violates both the criminal law and the Code without regard to whether civil or criminal proceedings are pending. Proceedings under this Code of Community Standards may be conducted prior to, simultaneously with, or following civil or criminal proceedings off campus at the discretion of the USCO. Available sanctions include Deferred Suspension, Disciplinary Probation, Disciplinary Warning, Dismissal, Expulsion, Fine, Interim Suspension, Loss of Privileges, Residence Hall Separation or Relocation, Restitution, Revocation of Admission and/or Degree, Suspension, and Withholding Degree. Other sanctions may be imposed as determined appropriate by the University.

Determinations made or sanctions imposed under this Code shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of university rules were dismissed, reduced, or resolved in favor of or against the criminal law defendant. When a student is charged by federal, state, or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of his/her status as a student. If the alleged offense is also being processed under the Code of Community Standards, the University may advise off-campus authorities of the existence of the Code of Community Standards and of how such matters are typically managed within the University community. The University will attempt to cooperate with law

enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators (provided that the conditions do not conflict with campus rules or sanctions). Individual students and other members of the University community, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

Campus Groups and Organizations

The following sanctions may be imposed upon groups or organizations:

- Those listed applicable for students.
- Loss of selected rights and privileges for a specified period.
- Deactivation. Loss of all privileges, including university recognition, for a specified period.

MISSING STUDENT NOTIFICATION POLICY

This policy contains the official notification procedures for The University of Bridgeport concerning missing students who reside in on-campus housing, in accordance with the requirements of the Higher Education Opportunity Act of 2008 (HEOA). The purpose of this policy is to promote the safety and welfare of members of the University community through compliance with HEOA requirements. This policy should be adhered to by all University faculty, staff, and students.

If a member of the University community has reason to believe that a student who resides in on-campus housing is missing, he or she shall immediately notify Campus Security. Campus Security will generate a missing person report and initiate an investigation. In addition, Campus Security will report the missing person to the Office of Housing and Residential Life if such information has not already been conveyed.

During the investigation, Campus Security will determine if the student has been missing for 24 hours. In such an event Campus Security will notify all surrounding law enforcement agencies and the student's designated contact person(s) no later than 24 hours after it has been determined that the student is missing. If the missing student is under the age of 18 and is not an emancipated individual, Campus Security will notify the student's parent or legal guardian after they determine that the student has been missing for 24 hours.

Students residing in on-campus housing are required to identify an individual to be contacted by the University if they are deemed to be a missing student. The contact information will be registered confidentially and will only be accessible to authorized campus officials and law enforcement personnel as part of a missing person investigation. The University will notify that person no later than 24 hours after the student is determined to be missing.

This policy is effective from the date of issuance and will be made available to all members of the campus community. Its availability will be through postings on the University website, emergency response plan manual, Residential Life handouts/publications and statistical information brochures issued annually by the University of Bridgeport.

DRUG AND ALCOHOL POLICY

The University of Bridgeport's drug and alcohol policies prohibit the unlawful possession, use, sale, or distribution of alcohol and controlled substances/illicit drugs by students, faculty, and staff. All members of the University of Bridgeport community are expected to fulfill their obligations and responsibilities pursuant to institutional policy and federal, state, and local laws. Any disciplinary action imposed by the University may be in addition to penalties imposed by an off-campus authority. Students and employees are subject to prosecution under applicable local, state, or federal laws. Employees are encouraged to review and comply with the Drug and Substance Abuse Free Workplace Policy and related policies contained in the Employee Handbook and accessible on the myUB portal. All

students receive an email link to an online copy of the University of Bridgeport Student Handbook “The Key to UB” which clearly states alcohol and other illicit drug policies, sanctions, resource/referral information, campus and community support services and a description of health-risks associated with such use. The “Key to UB” is also available to the entire campus community on-line at <https://www.bridgeport.edu/key-to-ub>.

Connecticut State law prohibits the possession of alcohol by persons under the age of 21 on public or private property, including within university residence halls.

Alcohol and substance abuse education is provided to all student-athletes every year. Additionally, all residential life staff receive training and education on alcohol and substance abuse education as well as on local resource services and how to make appropriate referrals.

The Division of Student Affairs conducts an annual review of alcohol and illicit drug policies.

Policy on Alcohol Use

Section 30-89(a) of Connecticut statutes states that it is unlawful for a minor under the age of 21 to purchase, or attempt to purchase, or to make a false statement in connection with the attempted purchase, of alcohol. Section 30-89(b) states that possession of alcohol by a person under the age of 21 on a street, highway, or public place is illegal. Students are expected to obey all laws and ordinances pertaining to alcohol. Wherever the term “alcoholic beverage” or “alcohol” is used in this policy it refers to any alcoholic beverage, including, but not limited to beer, wine, and hard seltzers. The University only permits alcohol-served events, where a third-party vendor is responsible for the serving of alcohol in accordance with applicable law.

- Kegs and keg events are strictly prohibited on all University premises, including all residence hall rooms.
- The presence, possession, or use of common source containers of alcoholic beverages (including, but not limited to, kegs, barrels, beer balls, pony kegs, boxes of wine, other bulk containers requiring a tapping device or spigot, punch bowls, trash cans or other containers used as punch bowls) by individuals or groups is prohibited on the University campus.
- Students under the age of 21 may not use, possess, sell, or consume alcohol on university property under any circumstances.
- Students 21 years of age and over may use alcohol within reasonable limits in the privacy of residence hall rooms. No person, regardless of age, is permitted to consume or possess alcoholic beverages in a substance-free residence hall.
- The consumption of alcohol or possession of an open container of alcohol is prohibited in all common areas of residence halls, including, but not limited to, corridors, stairwells, elevators, bathrooms, lounges, kitchen areas, recreation rooms, basketball courts, and study areas.
- The University of Bridgeport prohibits delivery of alcoholic beverages to the Bridgeport campus, except delivery by wholesale distributors to an event for which an approved third-party vendor will be responsible for the serving of alcohol.
- Consumption of alcoholic beverages in public premises such as snack bars, meeting rooms and places of public assembly is only allowed during approved and registered events at which alcohol is permitted.
- The consumption of alcohol is allowed in academic buildings only at approved and registered events in designated lounge areas. Receptions held in academic building lounges are generally sponsored by, and are the responsibility of, departments housed within the building. Alcohol is not permitted in classrooms.
- Personal possession of alcoholic beverages, even if not intended for personal use, is not allowed in non-residential facilities except as provided for in this policy.
- The use of beverages in containers other than glass is strongly encouraged to prevent breakage and personal injury.

- All students assume full responsibility for alcohol served and/or consumed in their residence hall rooms.

Policy on Drug Use

The University of Bridgeport expects students to comply with all federal, state, and local laws prohibiting or regulating possession, use, transfer or sale of drugs. A list of federal, state, and local laws and health risks regarding alcohol and other drugs may be obtained from the University Student Conduct Officer or Dean of Students. The University reserves the right to amend these policies as it sees fit in accordance with the law and/or community standards.

As of July 1, 2021, the state laws in Connecticut were changed to indicate possession of limited amounts of marijuana are legal for those over 21 years of age. However, federal laws continue to prohibit the use, possession and/or cultivation of marijuana on the property of educational institutions, including University of Bridgeport. Therefore, the use, possession and/or cultivation is not allowed in any University facilities or property. The University will continue to enforce its current policies regarding controlled substances and any student who violates the policy will be subject to disciplinary action.

Federal law also penalizes the manufacture, distribution, possession with intent to manufacture or distribute, or possession of drugs (“controlled substances”). [Controlled Substances Act, U.S.C. Sections 841, 843-846 (1988).] University of Bridgeport complies with the Drug-Free Schools and Campuses Regulations.

Possession, use, sale, manufacture or distribution of illegal or controlled substances is a violation of federal and/or state law and University Community Standards. Students may be subject to disciplinary action if they are knowingly present where illegal substances are kept or deposited or in the company of any person knowing that person is illegally in possession of a controlled substance.

The University reserves the right to inspect student rooms and property if reasonable suspicion of controlled substance or drug paraphernalia activity exists. Reasonable suspicion may result from observable (seeing, smelling, etc.) indication of drugs or drug paraphernalia and/or other physical or behavioral evidence of drug usage, and may result in confiscation of such materials.

Drug and Alcohol Abuse Programs

The drug and alcohol abuse programs required under the Drug-Free Schools and Communities Act (DFSCA) are referenced below.

Alcohol-Free Activities

University of Bridgeport offers a broad range of alcohol-free activities that involve student clubs and organizations, recreation services, academic opportunities, social programs, and others. Some of these activities specifically target late-night, weekend audiences so as to divert high-risk weekend drinking into pro-social activities.

CORE Survey

The CORE survey, created by the Core Institute, was created to document and quantify students’ attitudes, perceptions, and opinions about drugs and alcohol, as well as actual behaviors, patterns of use, and consequences. The Core institute focuses on supporting sound quantitative assessments that inform and direct student life programming efforts for the benefit of students’ health and welfare across the nation. The CORE Long Survey was last administered to students in Fall 2017. Results will be used to create new goals for campus-wide alcohol and drug initiatives.

Counseling

When student needs are beyond the scope of available services, staff offer case management and referrals to

assist students in initiating treatment that meets their needs outside the university. Counselors are also available to consult with parents/family members to strategize the best ways to support students contending with AOD issues.

Employee Assistance

The University of Bridgeport is compliant with the Family Medical Leave Act (FMLA), State of Connecticut Family Medical Leave Act (CT-FMLA), and the Americans with Disabilities Act (ADA) as it is applied to employees and/or their qualified family members who are impacted by substance dependence. As an employee’s specific circumstances impact the applicability of each of these regulations, employees who have questions should contact Human Resources for guidance. The University additionally offers an Employee Assistance Program which provides free and confidential counseling, consulting, and referral service designed to aid faculty and staff and their eligible family members. Licensed counselors or psychologists provide services. Participants in this program can receive screening and referrals for substance abuse treatment.

Fresh Check Suicide Prevention and Emotional Wellness Day Fairs

We have run a “Know Your Limits” booth that focused on substance use awareness. We have also had representatives from CCARS: Connecticut Coalition for Addiction Recovery run a booth providing information about Addiction Services and support in the area.

NCAA Athletics

The Director of Athletics and members of the athletic department coaching staff address a variety of health and wellness issues, including AOD use, specifically related to student athletes through team meetings and guest speakers.

Resident Assistant Training

RAs take part in extensive yearly training to identify, respond to, and support students that are under the influence of AOD or facing issues of abuse.

Residential Life Educational and Social Programing

Resident Assistants (RAs) provide regular educational programs to students regarding alcohol and other drug use. In addition, passive educational bulletin boards and flyers are posted on residence hall floors, bathrooms, and in lobby areas. RAs and Residential Life professional staff members provide hall and area-wide social programs on a regular basis to give students safe and fun alternatives to build community, get involved on campus, and reduce AOD use.

POLICY ON GUNS, REPLICAS OF GUNS AND OTHER WEAPONS

The University of Bridgeport is committed to providing its students, faculty and staff with a safe and healthy learning, living and working environment. The possession or use of guns and/or other weapons or replicas of such weapons, or objects which might reasonably be mistaken for weapons, is contrary to this commitment and the spirit of an academic community where free expression, civil disagreement and debate are encouraged. Therefore, the possession or use by students of guns, replicas of guns and/or other weapons, or objects which might reasonably be mistaken for weapons, whether the object is loaded with live ammunition, capable of being fired, or when operable capable of administering deadly force, is absolutely prohibited in all University facilities and all University owned, rented, or leased property. Students found to be in violation of this policy will be subject to sanctions including immediate suspension from the University. Students who have knowledge of guns or other weapons on campus, or who know of individuals who have threatened to use a weapon, should immediately report this information via LiveSafe or to any of the following:

Department of Campus Security	(203) 576-4911	Norseman Hall
Office of Dean of Students	(203) 576-4392	Student Center, room 116
Office of Housing and Residential Life	(203) 576-4227	Seeley Hall, rear entrance

This prohibition against weapons applies equally to those carried by persons with a government issued permit or license. The only exceptions are listed below:

- University security staff authorized to carry weapons
- Local, state and federal law enforcement officers
- Members of the United States armed forces while on duty
- There may be activities related to the educational mission of the University (e.g., theatrical productions) that appear to violate the letter, but not the intent of this policy, by using weapon replica(s). In such cases the department or organization coordinating the activity is responsible for notifying the Office of Campus Security or Chief Operating Officer for Administration & Facilities prior to the event.
- Weapons and replicas in violation of this policy are subject to summary confiscation by university staff or security personnel. Any person who is in violation of this policy is subject to referral to governmental authorities for legal sanctions in addition to any disciplinary actions the University may take.

POLICY ON DISCRIMINATION, HARASSMENT, SEXUAL MISCONDUCT, AND RETALIATION

I. Non-discrimination statement

The University of Bridgeport (the "University") is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities that are free from discrimination, harassment, and retaliation. Consistent with the University's commitment to equal opportunity and non-discrimination, and in compliance with federal and state civil rights laws and regulations, the University strictly prohibits discrimination and harassment. Prohibited conduct includes discrimination and harassment based on race, color, sex, pregnancy, religion, creed, ethnicity, national origin, disability, age, sexual orientation, gender identity, veteran or military status, predisposing genetic characteristics, victim status¹ or any other protected category under applicable local, state or federal law. Prohibited conduct also includes retaliation against a person for the good faith reporting of these forms of conduct or participation in an investigation or proceeding under this Policy.

Any member of the campus community who acts to deny, deprive or limit the educational, employment, residential, or social access, benefits, or opportunities of any member of the campus community, including guests or visitors, based on their protected class, is subject to sanctions under this Policy. Upon notice, the University will appropriately address and remedy all allegations per the resolution procedures described herein. Vendors, guests, visitors, and other non-campus members who engage in discriminatory actions within University of Bridgeport programs, activities, or on University of Bridgeport property are not subject to the Grievance Processes under this Policy. However, they may be subject to actions that limit their access and involvement with UB programs as the result of such misconduct.

The University is committed to stopping, preventing, and remedying discrimination, harassment, sexual misconduct, and retaliation and addressing any violations of this Policy. Accordingly, the University has created two grievance processes to accomplish this task; the **Title IX Grievance² Process** and the **Discrimination, Harassment, Sexual Misconduct, and Retaliation (DHSMR) Grievance Process**. The Title IX Grievance Process is designed to address conduct that falls under the Title IX Regulation's definition of sexual harassment. In contrast, the **DHSMR Grievance Process** provides a process for the resolution of all complaints of violations of this Policy that fall outside Title IX covered conduct. For more on the Grievance Processes, see below.

II. Policy rationale

¹ The University prohibits discrimination based on an individual's status as a victim of domestic violence, stalking, or sex offenses.

² Title IX is a federal civil rights law that protects individuals from discrimination based on sex.

The University adopts these policies and procedures in furtherance of:

- A. preventing, eliminating and addressing discrimination, harassment, sexual misconduct, retaliation, and other civil rights offenses;
- B. fostering a climate where all individuals are well-informed and supported in preventing and reporting discrimination, harassment, sexual misconduct, retaliation, and other civil rights offenses; and
- C. providing clear standards and a fair, prompt, and impartial process for all parties by which violations of this Policy will be addressed.

The University will take prompt and effective action to eliminate discrimination, harassment, sexual misconduct, retaliation, and other civil rights offenses; prevent their reoccurrence, and remedy their effects.

III. Scope

The purpose of this Policy is the prohibition of all forms of discrimination, including but not limited to: exclusion from activities such as admission, athletics, or employment based on a protected status, and sex-based discrimination encompassing sexual harassment, sexual assault, stalking, sexual exploitation, dating or domestic violence, and other civil rights offenses. This Policy applies to all academic and administrative units of the University, and all members of the University community, including students, staff, faculty, visitors, contractors, applicants for admission to or employment with the University, and participants in the University's programs or activities. In accordance with federal, state, and local laws, the grievance process may differ depending on the type of discrimination alleged. See the grievance processes below for more information.

IV. Jurisdiction

For a full statement of the University's jurisdiction over students with respect to this Policy, see Key to UB, Chapter 5, "Jurisdiction," which is fully incorporated by reference herein. The University's jurisdiction over employees extends to any acts committed within the workplace or which negatively impacts students, other employees, or the working or educational environment.

The University will address notice and complaints to determine whether the alleged conduct occurred in the context of its employment or educational program or activity, has continuing effects on campus, occurred in an off-campus sponsored program or activity, or affects a substantial University interest. A substantial University interest includes, but is not limited to: actions that constitute a criminal offense as defined by law; situations in which it is determined that the Respondent poses an immediate threat to the physical health or safety of a member of the University community; and situations that are detrimental to the educational interests or mission of the University.

While the University may not control the websites, social media platforms, and other venues in which harassing communications are made, it will address and attempt to mitigate the effects of discriminatory, harassing, or retaliatory communications. Members of the community are encouraged to be good digital citizens and to refrain from online misconduct, such as feeding anonymous gossip sites, sharing inappropriate content via social media, unwelcome sexting, revenge porn, breaches of privacy, or otherwise using the ease of transmission and anonymity of the Internet or other technology to harm another member of the University community.

V. Revocation by Operation of Law

If any portion of the Final Title IX Rules is stayed or held invalid by a court of law, or if the Final Title IX Rule is withdrawn or modified not to require elements of this Policy, the invalidated portions will be revoked or modified as required, as of the publication date of the opinion or order. If the Title IX

Grievance Process is revoked, any conduct covered under that Process will be investigated and adjudicated under the [DHSMR Grievance Process](#), described below.

VI. Definitions:

For purposes of this Policy, words and phrases used in this Policy are listed below.

- **Advisor:** a person chosen by a party or appointed by the University to accompany the party to meetings related to the resolution process, advise the party on the resolution process, and conduct cross-examination for the party at Title IX hearings, if any. The Advisor may also be an advocate chosen by the party to offer emotional support, information, and resources.
- **Complainant:** an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.
- **Confidential Resource:** an employee who is not an Official with Authority or a Mandated Reporter of notice of harassment, discrimination, and retaliation. Confidential Resources at the University are:
 - Counseling Services, (Student)
Carstensen Hall, University of Bridgeport 174 University Avenue Bridgeport, CT 06604
Phone: (203) 576-4454; Fax: (203) 576-4794; Email:
counselingservices@bridgeport.edu
 - Health Services, (Student)
60 Lafayette Street, Room 119 Bridgeport, CT 06604 Phone: (203) 576-4712;
Fax: (203) 576-4715; Email: healthservices@bridgeport.edu
 - Employee Assistance Program (EAP), (Faculty and Staff)
<https://www.theeap.com/higher-education-eap>

³ See 85 Fed. Reg. 30026 (May 19, 2020). The full text of the Final Rule and its extensive Preamble are available here: <http://bit.ly/TitleIXReg>

(800) 252-4555

- The Center for Family Justice, (Students, Faculty, and Staff)
753 Fairfield Ave, Bridgeport, CT 06604; Phone: (203) 334-6154; Domestic Abuse Hotline (203) 384-9559; Sexual Assault Hotline: (203) 333-2233
- **Day:** a calendar day
- **Discriminatory harassment:** unwelcome conduct by any member or group of the University community against a member of the University community based on that member's actual or perceived membership in a class protected by policy or law.
- **Education program or activity:** locations, events, or circumstances over which the University exercises substantial control over both the Respondent and the context in which the sexual harassment or discrimination occurs and also includes any building owned or controlled by a student organization that is officially recognized by the University.
- **Final Determination:** The decision-makers' written determination regarding responsibility based on a preponderance of the evidence. The determination shall include:
 - An identification of allegations,
 - A description of procedural steps,
 - Findings of facts,
 - An application of the Policy to the facts,
 - A determination of responsibility and the decision-makers' rationale,
 - Disciplinary sanctions and remedies, and
 - Procedures and bases for appeal.
- **Finding:** a conclusion by the preponderance of the evidence that the conduct did or did not occur as alleged.
- **Formal Complaint:** a document filed by a Complainant⁴ or signed by the Title IX Coordinator alleging harassment or discrimination based on a protected class against a Respondent or alleging retaliation for engaging in a protected activity against a Respondent and requesting that the University investigate the allegation.
- **Formal Grievance Process:** A method of formal resolution designated by the University to address allegations of discrimination, harassment, sexual misconduct, and retaliation.
- **Formal Title IX Grievance Process:** A method of formal resolution designated by the University to address conduct that falls within the policies included below

⁴ “Document filed by a complainant” refers to a document or electronic submission (such as an email or through an online portal provided for this purpose by the University) that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the person filing the Formal Complaint.

and which complies with the requirements of 34 CFR Part 106.45.

- **Grievance Process Pool:** A pool of internal and/or investigators, decision-makers, appeal officers, and Advisors who may perform any or all of these roles (though not at the same time or with respect to the same case).
- **Hearing Officer:** refers to those who have decision-making and sanctioning authority within the University's Formal Grievance processes.
- **Informal Resolution:** A process employed after the filing of a Formal Complaint with the written voluntary consent of the parties. An Informal Resolution does not involve a full investigation and adjudication of the complaint. This process may include mediation and other forms of alternative conflict resolution.
- **Investigator:** the person charged by the University with: gathering facts about an alleged violation of this Policy, assessing relevance and credibility, synthesizing the evidence, and compiling this information into an investigation report and file of directly related evidence.
- **Mandated Reporter:** an employee of the University who is obligated under this Policy to share knowledge, notice, and reports of discrimination, harassment, sexual misconduct, and retaliation with the Title IX Coordinator [and their supervisor].
- **Notice:** information received by the Title IX Coordinator or other Official with Authority of the alleged occurrence of discrimination, harassment, sexual misconduct, or retaliation.
- **Official with Authority (OWA):** an employee of the University explicitly vested, under this Policy, with the responsibility to implement corrective measures for discrimination, harassment, sexual misconduct, or retaliation on behalf of the University.
- **Parties:** the Complainant(s) and Respondent(s), collectively.
- **Protected Class:** Individuals legally protected from discrimination due to their race, color, sex, pregnancy, religion, creed, ethnicity, national origin, disability, age, sexual orientation, gender identity, veteran or military status, predisposing genetic characteristics, domestic victim status or any other protected category under applicable local, state or federal law.
- **Remedies:** post-determination actions directed to the Complainant and/or the community as mechanisms to address safety, prevent recurrence, and restore or preserve equal access to the University's educational program.
- **Respondent:** an individual reported to be the perpetrator of conduct that could constitute discrimination, harassment, sexual misconduct, or retaliation.
- **Resolution:** the result of an informal or formal grievance process.
- **Sanction:** a consequence imposed by the University on a Respondent who is found to have violated this Policy.
- **Sexual Harassment:** an umbrella category including, but not limited to, the offenses of sexual harassment, sexual assault, stalking, and dating violence, and

domestic violence as defined by the U.S. Department of Education's Final Rule under Title IX of the Education Amendments of 1972.

- **Title IX:** Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities that receive federal financial assistance.
- **Title IX Coordinator:** an official designated by the University to ensure compliance with Title IX and the University's Title IX program. References to the Coordinator throughout this Policy may also encompass a designee of the Coordinator for specific tasks.
- **Title IX Covered Conduct:** Discrimination and Sexual Harassment as defined in the U.S. Department of Education's Final Rule under Title IX of the Education Amendments of 1972⁵
- **Title IX Team:** the Title IX Coordinator, deputy coordinators, and any member of the Grievance Process Pool.

VII. Disability and Accommodation

The University is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws and regulations pertaining to individuals with disabilities.

Under the ADA and its amendments, a person has a disability if they have a physical or mental impairment that substantially limits a major life activity. The ADA protects individuals who have a record of a substantially limiting impairment. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

Alden Minick has been designated as the University's ADA and 504 Coordinator and is responsible for responding to grievances and conducting investigations of any allegation of noncompliance or discrimination based on disability.

Grievances related to disability status and/or accommodations will be addressed under the [DHSMR Grievance Process](#) below.

A. Students with Disabilities

The University is committed to providing qualified students with disabilities with reasonable accommodations and support needed to ensure equal access to the

⁵ See, 85 Fed. Reg. 30026 (May 19, 2020). The full text of the Final Rule and its extensive Preamble are available here: <http://bit.ly/TitleIXReg>

academic programs, facilities, and activities of the University.

All accommodations are made on an individualized basis. A student requesting any accommodation should contact Maureen Fox, J.D., Director Student Accessibility Services, who coordinates services for students with disabilities. Maureen may be reached via email at mfox@bridgeport.edu or via phone at (203) 576-4454.

The Director of Student Accessibility Services reviews documentation provided by the student and, in consultation with the student, determines which reasonable accommodations are appropriate for the student's particular needs and academic program(s).

B. Employees with Disabilities

Pursuant to the ADA, The University will provide reasonable accommodation(s) to all qualified employees with known disabilities when their disability affects the performance of their essential job functions, except when doing so would be unduly disruptive or would result in undue hardship to the University.

An employee with a disability is responsible for submitting a request for accommodation, along with the necessary documentation, to the Assistant Human Resources Director. The Assistant Human Resources Director will work with the employee's supervisor to identify which essential functions of the position are affected by the employee's disability and what reasonable accommodations could enable the employee to perform those duties. The Human Resources Director, Cheryl Nyarady, may be reached via email at cnyarady@bridgeport.edu or via phone at (203) 576-4731.

VIII. Prohibited Conduct

The sections below describe specific forms of legally prohibited conduct that are also prohibited under University policy. When speech or conduct is protected by the First Amendment, it will not be considered a violation of University policy. Supportive measures will be offered to those impacted.

A. Discriminatory Harassment

Students, staff, administrators, and faculty are entitled to an educational and employment environment free of discriminatory harassment. Discriminatory harassment, defined above, is prohibited by University policy. The University does not tolerate discriminatory harassment of any employee, student, visitor, or guest and will act to remedy all forms of harassment when reported.

When discriminatory harassment rises to the level of creating a hostile environment⁶, the University may impose sanctions on the Respondent through the application of the appropriate grievance process below.

The University reserves the right to address offensive conduct or harassment that 1) does not rise to the level of creating a hostile environment, or 2) that is of a generic nature and not based on a protected status. Such conduct may be addressed through respectful conversation, remedial actions, education, effective Alternate Resolution, or other Informal Resolution mechanisms. For assistance with Informal Resolution techniques and approaches, employees should contact the Director of Human Resources, and students should contact the Dean of Student.

B. Sexual Harassment

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of Connecticut regard Sexual Harassment as an unlawful discriminatory practice. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

In this Policy, Sexual Harassment, as an umbrella category, includes Title IX Covered Sexual Harassment as defined by the Final Title IX Rule as well as Sexual Harassment that falls outside the Final Title IX Rule.

⁶ A hostile environment is one that unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities. This discriminatory effect results from harassing verbal, written, graphic, or physical conduct that is severe or pervasive and objectively offensive.

1. Title IX Covered Sexual Harassment

- a) *Quid Pro Quo*:
 - (1) an employee of the University,
 - (2) conditions the provision of an aid, benefit, or service of the University,
 - (3) on an individual's participation in unwelcome sexual conduct;
and/or
- b) *Sexual Harassment*⁷:
 - (1) unwelcome conduct,
 - (2) determined by a reasonable person,
 - (3) to be so severe, and
 - (4) pervasive, and,
 - (5) objectively offensive,
 - (6) that it effectively denies a person equal access to the University's education program or activity.
- c) *Sexual assault, defined as*:
 - (1) Sex Offenses, Forcible:
 - (a) Any sexual act directed against another person,
 - (b) without the consent of the Complainant,
 - (c) including instances in which the Complainant is incapable of giving consent.
 - (2) Forcible Rape:
 - (a) Penetration,
 - (b) no matter how slight,
 - (c) of the vagina or anus with any body part or object, or
 - (d) oral penetration by a sex organ of another person,
 - (b) without the consent of the Complainant.

⁷ Note: There is a distinction between Title IX Covered Sexual Harassment and Sexual Harassment that falls outside of Title IX. Title IX Covered Sexual Harassment is defined, in part, as unwelcome conduct, determined by a reasonable person, to be severe **and** pervasive **and** objectively offensive. The University's standard for addressing Sexual Harassment complaints that fall outside of Title IX, is whether the conduct is severe **or** pervasive enough to create an abusive or hostile work environment. Non-Title IX Sexual Harassment is discussed more thoroughly in the DHSMR Grievance Process below.

- (3) Forcible Sodomy:
 - (a) Oral or anal sexual intercourse with another person,
 - (b) forcibly,
 - (c) and/or against that person's will (non-consensually), or
 - (d) not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- (4) Sexual Assault with an Object:
 - (a) The use of an object or instrument to penetrate,
 - (b) however slightly,
 - (c) the genital or anal opening of the body of another person,
 - (d) forcibly,
 - (e) and/or against that person's will (non-consensually),
 - (f) or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- (5) Forcible Fondling:
 - (a) The touching of the private body parts of another person (buttocks, groin, breasts),
 - (b) for the purpose of sexual gratification,
 - (c) forcibly,
 - (d) and/or against that person's will (non-consensually),
 - (e) or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- (6) Sex Offenses, Non-forcible:
 - (a) Incest:
 - (i) *Non-forcible sexual intercourse,*
 - (ii) *between persons who are related to each other,*
 - (iii) *within the degrees wherein marriage is prohibited by Connecticut law.*
 - (b) Statutory Rape:
 - (i) *Non-forcible sexual intercourse,*

(ii) with a person who is under the statutory age of consent of 16.

b) *Dating Violence, defined as:*

- (1) violence,
- (2) on the basis of sex,
- (3) committed by a person,
- (4) who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.

(a) The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—

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

(c) Dating violence does not include acts covered under the definition of domestic violence.

c) *Domestic Violence, defined as:*

- (1) violence,
- (2) on the basis of sex,
- (3) committed by a current or former spouse or intimate partner of the Complainant,
- (4) by a person with whom the Complainant shares a child in common, or
- (5) by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
- (6) by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the state of Connecticut, or
- (7) by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of the state of Connecticut.

To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

- d) *Stalking, defined as:*
 - (1) engaging in a course of conduct,⁸
 - (2) on the basis of sex,
 - (3) directed at a specific person, that
 - (a) would cause a reasonable person⁹ to fear for the person's safety, or
 - (b) the safety of others; or
 - (c) suffer substantial emotional distress¹⁰.

2. Sexual Harassment Other than Title IX Covered Conduct

The standard for evaluating an alleged violation of sexual harassment when the conduct falls outside of Title IX Covered Sexual Harassment will be as follows:

- d) *Includes verbal or physical conduct,*
- e) *of a sexual nature,*
- f) *either Quid Pro Quo and Hostile Environment Harassment.*
 - (1) Quid Pro Quo Harassment
 - (a) harassment by a person who has power or authority over another,
 - (b) explicitly or implicitly request to submit to sexual conduct,
 - (c) submission to such conduct is made a term or condition of a person's academic standing or employment or receiving any other benefit or privilege to which the person is entitled.
 - (2) Hostile Environment Harassment
 - (a) unwelcome conduct,
 - (b) determined by a reasonable person,
 - (c) to be so severe, or
 - (d) pervasive, and
 - (e) objectively offensive,
 - (f) that it effectively denies a person equal access to the University's education program or activity.

⁸ For purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

⁹ For purposes of this definition, Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.

¹⁰ For purposes of this definition, Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

3. Consensual Relationships between employees and students

Consistent with the University's commitment to comply with the spirit of these laws, all employees must avoid and refrain from romantic or sexual relationships, even if consensual, with students whom they teach, advise or supervise (or whom they may teach or supervise in the future). The relationship between teacher, Advisor, or mentor and student must be protected from influences or activities that can interfere with learning and personal development. In addition to creating the potential for coercion, any such relationship jeopardizes the integrity of the educational process by creating an actual or potential conflict of interest and may impair the educational environment for other students. Employees or students with questions about this policy are advised to consult with the University's Title IX Coordinator.

A. Force

Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent.

B. Coercion

Coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

C. Consent

Consent is:

- a. knowing, and
- b. voluntary, and
- c. clear permission
- d. by word or action
- e. to engage in sexual activity.

Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on the University to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying, “no” may be part of the kink and thus consensual, so the University’s evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to the Policy that assumes non-kink relationships as a default.

D. Incapacitation

Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing and informed consent. A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious for any reason. This policy covers a person whose incapacity results from mental disability, involuntary physical restraint, and/or from the taking of incapacitating drugs.

E. Other Civil Rights Offenses

In addition to the Harassment described above, this Policy prohibits the following offenses when the conduct is based upon the Complainant’s actual or perceived

membership in a protected class.¹¹ Alleged violations that fall under this section will be resolved under the University's DHSMR Grievance Process, described below.

1. Sexual Exploitation, defined as:

Taking non-consensual or abusive sexual advantage of another for one's own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute sexual harassment under this policy. Examples of Sexual Exploitation include, but are not limited to:

- a) *Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)*
- b) *Invasion of sexual privacy*
- c) *Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually-related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity, or exceeding the boundaries of consent, including the making or posting of revenge pornography*
- d) *Prostituting another person*
- e) *Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually-transmitted disease (STD) or infection (STI), without informing the other person of the infection*
- f) *Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity*
- g) *Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections*
- h) *Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity*
- i) *Knowingly soliciting a minor for sexual activity*
- j) *Engaging in sex trafficking*
- k) *Creation, possession, or dissemination of child pornography*

¹¹ Conduct not based upon actual or perceived membership in a protected class may be adjudicated under the University's Code of Conduct.

2. Threatening or causing physical harm, extreme verbal, emotional, or psychological abuse, or other conduct which threatens or endangers the health or safety of any person;
3. Discrimination, defined as actions that deprive, limit, or deny other members of the community of educational or employment access, benefits, or opportunities;
4. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;
5. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the University community, when related to the admission, initiation, pledging, joining, or any other group- affiliation activity (as defined further in the Hazing Policy);
6. Bullying, defined as:
 - a) *Repeated and/or severe*
 - b) *Aggressive behavior*
 - c) *Likely to intimidate or intentionally hurt, control, or diminish another person, physically and/or mentally*
 - d) *That is not speech or conduct otherwise protected by the First Amendment.*

Violation of any other University policies may constitute a Civil Rights Offense when the violation is motivated by actual or perceived membership in a protected class, and the result is a discriminatory limitation or denial of employment or educational access, benefits, or opportunities.

Sanctions for the above-listed Civil Rights Offenses range from reprimand through expulsion or termination.

F. Retaliation

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

It is prohibited for any member of the University's community to take materially

adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.

Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. The University is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

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

The exercise of rights protected under the First Amendment does not constitute retaliation.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy and procedure does not constitute retaliation.

IX. Reporting, Responsibilities, and Options

A. Filing a Complaint

1. Notice or complaints of discrimination, harassment, and retaliation may be made using any of the following options:
 - a) *File a complaint with, or give verbal notice to, the Title IX Coordinator, Deputy Title IX Coordinators, or Officials with Authority listed above. Such a report may be made by anyone at any time (including during non-business hours) by using the telephone number, email address, or by mail to the office address listed above.*
 - b) *Report online, using the reporting form linked [here](#). While anonymous reports are accepted, the University's ability to investigate or respond may be limited. Additionally, the University endeavors to provide supportive measures to Complainants and may be limited in its ability to do so when a report is anonymous. Finally, an anonymous report may result in an investigation that reveals the identity of the reporter.*

Reporting carries no obligation to initiate a formal response. The University respects Complainants' requests to dismiss complaints where there is no compelling threat to health or safety. Barring a threat to health or safety, the Complainant maintains autonomy and should not fear a loss of privacy by making a report that allows the University to discuss and provide supportive measures.

Report to any non-confidential employee. All non-confidential employees are Mandated Reporters and required to report discrimination, harassment, or retaliation to the Title IX Coordinator.

2. Formal Complaint

A Formal Complaint is a document that alleges a policy violation by a Respondent and requests that the University investigate the allegation(s). The document must be filed and signed by the Complainant or may be signed by the Title IX Coordinator. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information in the section immediately above, or as described in this section. As used in this paragraph, the phrase "document filed by a Complainant" means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the University) that contains the Complainant's physical or digital signature.

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

a) *The Title IX Coordinator May Sign the Complaint*

The Title IX Coordinator has ultimate discretion over whether the University proceeds when the Complainant does not wish to do so and may sign a Formal Complaint to initiate a grievance process when there is a compelling risk to health or safety that requires the University to pursue formal action to protect the community. A compelling risk to health or safety may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons, and/or violence.

The Title IX Coordinator does not become the Complainant when they execute a Formal Complaint. The Complainant is the individual who is alleged to be the victim of conduct that could constitute a violation of this policy.

3. Promptness

The University will promptly address all allegations upon receipt of notice or Formal Complaint. Resolution of complaints will not exceed ninety (90) calendar days; however, the time frame may be extended for good cause, including, but not limited to, requests by external law enforcement to delay, unavailability of key witnesses, and University break periods. The Title IX Coordinator will notify the Parties in writing of any extension, the reason for the extension, and an estimate of the additional time needed to resolve the matter.

4. Privacy and Confidentiality

Every effort is made by the University to preserve the privacy of reports. The University will only share information related to allegations of prohibited conduct with University employees who require the information for the purpose of assessment, investigation, and resolution of the report.

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

5. Amnesty

The University encourages the reporting of misconduct and crimes and maintains a policy of offering parties and witnesses amnesty from minor policy violations related to the incident. Amnesty does not apply to more serious allegations, such as physical abuse of another or illicit drug distribution. The University may, at its discretion, provide purely educational options with no official disciplinary finding, rather than punitive sanctions, to those who offer their assistance to others in need.

6. Time Limits on Reporting

There is no time limit on providing notice or complaints of discrimination, harassment, or retaliation to the Title IX Coordinator. If the Respondent is no longer subject to the University's jurisdiction or significant time has passed, the ability to investigate, respond, and provide remedies may be limited or impossible. The University will provide appropriate supportive measures.

7. False Allegations

Deliberately false or malicious accusations under this policy, as opposed to allegations which, even if erroneous, are made in good faith, are a

serious offense and will be subject to appropriate disciplinary action.

Additionally, witnesses and parties knowingly providing false evidence, tampering with or destroying evidence after being directed to preserve such evidence, or deliberately misleading an official conducting an investigation can be subject to discipline under University policy.

B. Mandated Reporting

All employees, except confidential employees and student workers, are deemed "Mandated Reporters." Mandated Reporters must notify the Title IX Coordinator, immediately, of any knowledge they have that a member of the community is experiencing discrimination, harassment, sexual misconduct, or retaliation.

Complainants may want to carefully consider whether they share personally identifiable details with Mandated Reporters, as those details must be shared with the Title IX Coordinator.

Supportive measures may be offered as the result of such disclosures without formal University action.

Failure of a Mandated Reporter, to report an incident of harassment or discrimination of which they become aware is a violation of University policy and can be subject to disciplinary action.

Mandated Reporters are encouraged to report their own misconduct as well as misconduct perpetrated against them.

On campus, confidential resources, listed below, are not considered Mandated Reporters. They maintain confidentiality and are not required to report actual or suspected discrimination or harassment. They may offer options and resources without any obligation to inform an outside agency or campus official unless a Complainant has requested the information be shared.

Complainants who expect formal action in response to their allegations should report to any Mandated Reporter. The Mandated Reporter will immediately notify the Title IX Coordinator who will share resources, rights, and options.

Generally, disclosures in climate surveys and at campus events such as "Take Back the Night" marches, speak-outs, and Sexual Assault Awareness Month Programs do not provide notice that must be reported to the Title IX Coordinator by employees, unless the Complainant clearly indicates a desire to report or seeks

a specific response from the University.

1. Clery Reporting Obligations and Timely Warnings

The University has a duty to report various forms of sexual misconduct and gender-based violence in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). No personally identifiable information is disclosed, but statistical information, including date, location, and crime category, is disclosed as part of the University's annual Campus Security Policy & Campus Crime Statistics Report.

Parties reporting sexual assault, domestic violence, dating violence, or stalking should be aware that under the Clery Act, the University must issue timely warnings for incidents reported to them that pose a serious or continuing threat of bodily harm or danger to members of the campus community.

The University will ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.

C. Confidential Resources

Confidential Resources are UB employees who are not mandated to report notice of discrimination, harassment, sexual misconduct, and retaliation. Confidential resources maintain confidentiality when acting under the scope of their licensure, professional ethics, and professional credentials, except in extreme cases of immediate threat, danger, or abuse to a minor, elder, or individual with a disability, or when required to disclose by law or court order.

Confidential University employees will timely submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client, patient, or parishioner.

Confidential Resources at the University are:

- Counseling Services, (Student)
Carstensen Hall, University of Bridgeport 174 University Avenue
Bridgeport, CT 06604 Phone: (203) 576-4454; Fax: (203) 576-4794;
Email: counselingservices@bridgeport.edu
- Health Services, (Student)
60 Lafayette Street, Room 119 Bridgeport, CT 06604 Phone: (203) 576-4712; Fax: (203) 576-4715; Email: healthservices@bridgeport.edu
- Employee Assistance Program (EAP), (Faculty and Staff)
<https://www.theeap.com/higher-education-eap> (800) 252-4555
- The Center for Family Justice, (Students, Faculty, and Staff)
753 Fairfield Ave, Bridgeport, CT 06604; Phone: (203) 334-6154;
Domestic Abuse Hotline (203) 384-9559; Sexual Assault Hotline: (203) 333-2233

X. Non-Confidential Resources

- A. Complaints or notice of alleged policy violations, or inquiries about this Policy,

may be made to:

Title IX and Equity Coordinator
Office of Civil Rights Compliance
University of Bridgeport
Carstensen Hall, Room 115
174 University Avenue
Bridgeport, CT 06604
Office: (203) 576-4534
Fax: (203) 576-4794
Email: titleix@bridgeport.edu
Website: <https://www.bridgeport.edu/title-ix/>

Maureen Fox, J.D.
Manager of Student Accessibility Services
Carstensen Hall, Room 103
(203) 576-4104
Email: mfox@bridgeport.edu

Cheryl M. Nyarady
Human Resources Director
Wahlstrom Library, 7th Floor
(203) 576-4601
Email: cnyarady@bridgeport.edu

Administrators in the following roles are Officials with Authority (OWA) to institute corrective measures on behalf of the University. In addition to the Title IX Coordinator and Deputies listed above, an OWA, and other members of the President's cabinet, may also accept notice or complaints of discrimination, harassment, sexual misconduct, and retaliation on behalf of the University:

President, (203) 576-4665

Provost, (203) 576-4234

General Counsel, (203) 576-2374

Vice President for Enrollment Management and Athletics, (203) 576-4546

Vice President for Advancement, (203) 576-4896

Dean of the College of Engineering, Business, and Education, (203) 576-4703

Dean of the College of Health Sciences, (203) 576-4546

Dean of the College of Arts and Sciences, (203) 576-4135

Assistant Provost, (203) 576-4183

Dean of Students, (203) 576-4273

Chief Operating Officer for Administration & Facilities, (203) 576-4792

Director of Housing and Residential Life, (203) 576-4227

Director of Campus Security, (203) 576-4911

B. Title IX and Equity Coordinator

The University's Title IX Coordinator oversees the University's Policy on Discrimination, Harassment, Sexual Misconduct, and Retaliation. The Title IX Coordinator has the primary responsibility for coordinating the University's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent conduct prohibited under this Policy.

1. Independence and Conflict-of-Interest

The Title IX Coordinator acts with independence and is free from bias and conflicts of interest. The Title IX Coordinator oversees the grievance processes under this Policy and manages the Title IX team. The Title IX team includes deputy Title IX Coordinators and members of the Title IX Grievance Process Pool which is comprised of faculty and staff members who may be called upon to serve in the role of Advisors and Hearing Officers during grievance hearings. The members of the Title IX Team are vetted and trained to ensure they are not biased for or against any party in a specific case, or for or against Complainants or Respondents, generally.

Concerns of bias, conflict of interest, or misconduct on the part of the Title IX Coordinator, should be directed to the University President at president@bridgeport.edu. Concerns of bias, a potential conflict of

interest, or misconduct by any other Title IX Team member should be raised with the Title IX Coordinator.

C. Supportive Measures

The University will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged discrimination, harassment, sexual misconduct, or retaliation. Supportive measures are non-disciplinary, non-punitive, individualized services offered as appropriate and as reasonably available. They are without fee or charge to the parties and are provided to restore or preserve access to the University's education program or activity. Supportive measures are designed to protect the safety of the parties and the University's educational environment and to deter harassment, discrimination, and retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint of discrimination, harassment, sexual misconduct, or retaliation. At the time that supportive measures are offered, the University will inform the Complainant, in writing, that the Complainant may file a Formal Complaint with the University either at that time or in the future if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are considered with respect to the supportive measures that are planned and implemented.

The University will maintain the privacy of the supportive measures, if privacy does not impair the University's ability to provide supportive measures. The University will act to ensure as minimal an academic impact on the parties as possible. The University will implement measures in a way that does not unreasonably burden the other party.

Supportive Measures include, but are not limited to:

- Referral to counseling, medical, or other healthcare services
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts

- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course or program- related adjustments
- Trespass, Persona Non-Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Timely warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

D. Emergency Removal

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

In all cases of emergency removal, the Respondent will be given notice including a written summary of the basis for the emergency removal and the opportunity to challenge the removal decision within three (3) days of that notice. In the event of a challenge to the removal decision, a meeting will be arranged by the Title IX Coordinator. The Respondent may be accompanied by an Advisor of their choice at this meeting, and a Complainant and their Advisor may be permitted to participate if the Title IX Coordinator determines it is equitable to do so. The purpose of this meeting is to allow the Respondent to show why the Respondent should not be removed; this meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. Meetings that are not requested within three (3) days of notice of removal are deemed waived. Beyond the opportunity to challenge the removal actions described here, there is no appeal process for emergency removal decisions.

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

The University will implement the least restrictive emergency actions possible considering the circumstances and safety concerns. As determined by the Title IX

Coordinator, these actions could include but are not limited to: removing a student from a residence hall, temporarily reassigning an employee with their consent, restricting a student's or employee's access to, or use of, facilities or equipment, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

At the discretion of the Title IX Coordinator, alternative coursework options may be pursued to reduce negative academic impacts on the parties.

X. PREVENTION AND AWARENESS OF SEXUAL ASSAULT, OTHER FORMS OF VIOLENCE AND HATE CRIMES

All members of the University community play a role in fostering an environment free of unlawful discrimination. The University community is encouraged to take reasonable and prudent actions to prevent and respond to sexual assault, intimate partner violence, and misconduct based upon gender, gender identity or expression, race, ethnicity, and other discriminatory bases.

The University engages in ongoing prevention and awareness campaigns for students, faculty, and staff. The University's Sexual Assault Response and Prevention Team (SARPT) works to provide the campus community with a collaborative and trauma-informed response to sexual assault and other forms of gender-based violence. SARPT members coordinate resources available to survivors and offer individualized support as needed.

The University's Campus Resource Team (CRT) is a broader community coalition that includes members of the UB community, the Center for Family Justice, local police, and prosecutors. The Team meets twice per year to review the University's sexual assault policies and to coordinate the resources available to Complainants and Respondents on and off campus.

Educational programs and workshops to promote awareness about various types of sexual misconduct and related issues are coordinated by the Title IX Coordinator, the Dean of Students, Residential Life, and Human Resources. Programs include, but are not limited to, new student and employee courses on sexual assault prevention, the Bringing in the Bystander™ bystander intervention program, annual faculty and staff sexual harassment training, and campus-wide awareness events such as the "One Love Escalation Workshop series" and "Take Back the Night."

IX. Concerns about the University's application of Title IX, Title VII, VAWA or other non-discrimination statutes may also be addressed to:

The Connecticut Commission on Human Rights and Opportunities (CT CHRO) 450 Columbus
Boulevard
Hartford, CT 06103-1835
Phone: 860-541-3400
Connecticut Toll Free: 1-800-477-5737 TDD:
860-541-3400
Fax: 860-241-4869

The Equal Employment Opportunity Commission (EEOC) John F.
Kennedy Federal Building
475 Government Center
Boston, MA 02203
Phone: (800) 669-4000
Fax: (617) 565-3196
TTY: (800) 669-6820
Web: <https://www.eeoc.gov/>

The Office for Civil Rights (OCR)
U.S. Department of Education
8th Floor, Five Post Office Square Boston, MA
02109-3921
Customer Service Hotline #: (617) 289-0111
Fax: (617) 289-0150
TDD: (800) 877-8339
Email: ocr.boston@ed.gov Web:
<http://www.ed.gov/ocr>

GRIEVANCE PROCESSES FOR VIOLATION OF THE UNIVERSITY'S POLICY ON DISCRIMINATION, HARASSMENT, SEXUAL MISCONDUCT AND RETALIATION

TITLE IX GRIEVANCE PROCESS AND DISCRIMINATION, HARASSMENT, SEXUAL MISCONDUCT, AND RETALIATION (DHSMR) GRIEVANCE PROCESS

I. INTRODUCTION: THE UNIVERSITY'S TWO-PROCESS SYSTEM

Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against, based on sex, in seeking access to any educational program or activity receiving federal financial assistance. The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX's prohibition on sex discrimination broadly to include various forms of sexual harassment and sexual violence that interfere with a student's ability to access our educational programs and opportunities equally.

On May 19, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972 (hereafter, the "Final TIX Rule" or "Final Rule"), that:

- Defines the meaning of "sexual harassment"
- Addresses how this University must respond to reports of conduct falling within that definition of sexual harassment, and
- Mandates a grievance process that this University must follow to comply with the law in these specific covered cases before issuing a disciplinary sanction against a person accused of sexual harassment.¹²

In recent years, "Title IX" cases have become a shorthand for any campus disciplinary process involving sex discrimination, including those arising from sexual harassment and sexual assault. But under the Final Title IX Rule, the University must narrow both the geographic scope of its authority to act under Title IX and the types of "sexual harassment" that it must subject to its Title IX investigation and adjudication process.

Only incidents that fall within the Final Title IX Rule's definition of sexual harassment will be investigated and, if appropriate, brought to a live hearing through the Title IX Grievance Process, defined below.

The University remains committed to addressing any violations of its policies, even those that do not meet the narrow standards defined under the Final Title IX Rule. Accordingly, in addition to the **Title IX Grievance Process**, prescribed by the U.S. Department of Education, the University has provided a **Discrimination, Harassment, Sexual**

¹² See, 85 Fed. Reg. 30026 (May 19, 2020). The full text of the Final Rule and its extensive Preamble are available here: <http://bit.ly/TitleIXReg>

Misconduct, and Retaliation (DHSMR) Grievance Process. The **DHSMR Grievance Process** provides a process for the resolution of complaints of violations of the University’s Policy on Discrimination, Harassment, Sexual Misconduct, and Retaliation that fall outside Title IX covered conduct.¹³

During the Title IX Grievance Process, the University retains the right to initiate a separate grievance proceeding, under its DHSMR Grievance Process, for misconduct that it discovers falls outside of Title IX covered conduct.

The elements established in the Title IX Grievance Process under the Final Rule do not affect and are not transferable to any other process of the University except as narrowly defined in this process. This process does not set a precedent for other policies or processes of the University and may not be cited for or against any right or aspect of any other policy or process.

Effective Date

These Processes will become effective on August 14, 2020, and will apply to Formal Complaints brought on or after that date. Complaints brought prior to August 14, 2020, and not resolved by that date will be investigated and adjudicated according to these processes.

Non-Discrimination in Application

The requirements and protections of these processes apply equally regardless of sex, sexual orientation, gender identity, race, color, religion, disability, age, or other protected classes covered by federal or state law. Additionally, all requirements and protections are equitably provided to individuals regardless of status as a Complainant, Respondent, or Witness. Individuals who wish to file a complaint about the University’s policy or process may contact the Department of Education’s Office for Civil Rights at <https://ocrcas.ed.gov/contact-ocr>, the Equal Employment Opportunity Commission at <https://www.eeoc.gov/>, or the Connecticut Commission on Human Rights and Opportunities at <https://portal.ct.gov/CHRO>.

Unionized Employees

Unionized or other categorized employees will be subject to the terms of their respective collective bargaining agreements to the extent those agreements do not conflict with federal or state compliance obligations.

¹³ Title IX Covered Conduct is discrimination and sexual harassment as defined in the U.S. Department of Education’s Final Rule under Title IX of the Education Amendments of 1972.

II. TITLE IX GRIEVANCE PROCESS

A. Filing a Formal Complaint

The timeframe for the Title IX Grievance Process begins with the filing of a Formal Complaint. The Grievance Process will be concluded promptly, and no longer than ninety (90) calendar days after the filing of the Formal Complaint. The Process may be extended for a good reason, including but not limited to the absence of a party, a party's Advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or an accommodation of disabilities. The procedure for applying for extensions is described below.

To file a Formal Complaint, a Complainant must provide the Title IX Coordinator with a written, signed complaint describing the facts alleged. A Formal Complaint includes a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the University) that contains the Complainant's physical or digital signature.

Complainants are only able to file a Formal Complaint under this Policy if they are currently participating in, or attempting to participate in, the education programs or activities of the University, including as an employee. For Complainants who do not meet these criteria, the University will utilize its DHSMR Grievance Process.

If a Complainant does not wish to make a Formal Complaint, the Title IX Coordinator may determine a Formal Complaint is necessary. The University will inform the Complainant of this decision in writing, and the Complainant need not participate in the process further but will receive all notices issued under this Policy and Process.

Nothing in the University's Policy or Process prevents a Complainant from seeking the assistance of state or local law enforcement alongside the appropriate on-campus process.

A Complainant who files a Formal Complaint may elect, at any time, to address the matter through the University's [Informal Resolution Process](#), described below.

B. Multi-Party Situations

The University may consolidate Formal Complaints alleging Title IX Covered Conduct against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Title IX Covered Conduct arise out of the same facts or circumstances.

C. Threat Assessment

The Title IX Coordinator will consult, as appropriate, with Campus Security and other

campus administrators and determine whether the report poses a threat to the Reporting Party or the University community. Factors to be considered include, but are not limited to, whether alleged Prohibited Conduct included physical violence or threats of violence; whether any weapon or force was allegedly used or threatened; whether multiple Responding Parties were involved; whether Responding Party has a prior history of violent behavior; whether the Prohibited Conduct was facilitated by “date-rape” drugs or similar intoxicants, or allegedly occurred when Reporting Party was unconscious or physically helpless; whether Reporting Party is a minor under the age of 18; and whether any aggravating circumstances or indications of violent or predatory behavior were reported.

The Title IX Coordinator will retain documentation reflecting that the above threat assessment was completed. If the conclusion is that there is a minimal threat to the University community, the Title IX Coordinator may in their discretion respect a Reporting Party’s request for no action and will investigate only so far as necessary to determine appropriate remedies. However, if the Title IX Coordinator concludes that there is a substantial threat to the community, the University reserves the right to initiate this grievance process and file a Formal Complaint without a formal report or participation by a Complainant.

D. Determining Jurisdiction

This Process applies to conduct that occurs in locations, events, or circumstances over which the University exercises substantial control over both the Respondent and the context in which the alleged prohibited conduct occurs, and any building owned or controlled by a student organization that is officially recognized by the University.

The Title IX Coordinator will determine if the instant Process should apply to a Formal Complaint. The Process will apply when the Title IX Coordinator determines that all of the following elements are met:

- The conduct is alleged to have occurred on or after August 14, 2020;
- The conduct is alleged to have occurred in the United States;
- The conduct is alleged to have occurred in the University’s education program or activity; and
- The alleged conduct, if true, would constitute Title IX Covered Conduct as defined in this policy.

E. Allegations Potentially Falling Under Two Policies

If the alleged conduct, if true, includes conduct that would constitute Title IX Covered Conduct and conduct that would not constitute Title IX Covered Conduct, the Title IX Grievance Process will be applied in the investigation and adjudication of all of the allegations.

F. Mandatory Dismissal

If anyone of these elements is not met, the Title IX Coordinator will notify the parties that the Formal Complaint is being dismissed for the purposes of the Title IX Grievance Policy.¹⁴ Each party may appeal this dismissal using the procedure outlined in “Appeals,” below.

G. Discretionary Dismissal

The Title IX Coordinator may dismiss a Formal Complaint brought under the Title IX Grievance Policy, or any specific allegations raised within that Formal Complaint, at any time during the investigation or hearing, if:

- A Complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint or any allegations raised in the Formal Complaint;
- The Respondent is no longer enrolled or employed by the University; or,
- If specific circumstances prevent the University from gathering evidence sufficient to reach a determination regarding the Formal Complaint or allegations within the Formal Complaint.

Any party may appeal a dismissal determination using the process set forth in “Appeals,” below.

H. Notice of Dismissal

Upon reaching a decision that the Formal Complaint will be dismissed, the University will promptly send written notice of the dismissal of the Formal Complaint or any specific allegation within the Formal Complaint and the reason for the dismissal, simultaneously to the parties through their University email accounts. It is the responsibility of parties to maintain and regularly check their email accounts.

I. Informal Resolution

If an Informal Resolution, i.e., supportive and remedial response, is preferred, the Title IX Coordinator works with the Complainant to identify their wishes and then seeks to facilitate implementation. The Formal Resolution process is not initiated, though the Complainant can elect to initiate it later if desired.

The Title IX Coordinator assesses whether the complaint is suitable for Informal Resolution, which informal mechanism may serve the situation best or is available, and may seek to determine if the Respondent is also willing to engage in Informal Resolution.

¹⁴ Complaints dismissed under the Title IX Grievance Process may be resolved under the DHSMR Grievance Process.

Statements made during the Informal Resolution process are not evidence; they are made for settlement purposes, not for the truth of the matter asserted. Therefore, if Informal Resolution fails, and the matter moves to Formal Resolution, such statements may not be raised and questions relating to these statements are not allowed.

J. Notice of Investigation and Allegations (NOIA)

The Title IX Coordinator will draft and provide the NOIA to any party to the allegations of sexual harassment. Such notice will occur as soon as practicable, but no more than ten (10) calendar days after the University receives a Formal Complaint of the allegations, barring extenuating circumstances.

The parties will be notified via their University email accounts. If a party is not a student or employee of the University, they will be notified by other reasonable means.

The University will provide sufficient time, no less than three (3) calendar days, for the parties to review the NOIA and prepare a response before any initial interview.

1. Contents of Notice

The Notice of Allegations will include the following:

- Notice of the University's Title IX Grievance Process, including the Informal Resolution process and possible sanctions that may result.
- Notice of the allegations potentially constituting Title IX Covered Conduct, and sufficient details, known at the time the Notice is issued, such as the identities of the parties involved in the incident; the conduct allegedly constituting Title IX Covered Conduct; and the date and location of the alleged incident.
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement that the parties may have an Advisor of their choice, who may be, but is not required to be, an attorney, as required by the Final Title IX Rule.¹⁵
- A statement that before the conclusion of the investigation, the parties may inspect and review evidence as required by the Final Title IX Rule,¹⁶ including:
 - Evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint,

¹⁵ See 34 C.F.R. § 106.45(b)(5)(iv)

¹⁶ See 34 C.F.R. § 106.45(b)(5)(vi).

- Evidence upon which the University does not intend to rely in reaching a determination regarding responsibility, and
- Evidence that both tend to prove or disprove the allegations, whether obtained from a party or other source.
- A statement about the University’s policy on retaliation.
- A statement that the University prohibits knowingly making false statements or knowingly submitting false information during the grievance process.
- Details on the process for requesting disability accommodations during the interview process.
- A link to the University’s Resources, Rights, and Options document.
- The name(s) of the Investigator(s) and the process for identifying any conflict of interest that the Investigator(s) may have, in advance of the interview process.
- An instruction to preserve any evidence that is related directly to the allegations.

2. Ongoing Notice

If in the course of an investigation, cause arises for the University to investigate allegations about the Complainant or Respondent not included in the NOIA and that otherwise fall within the Title IX Grievance Process, the University will notify the parties whose identities are known of the additional allegations.

Notification will be sent via the parties’ University email accounts.

The parties will be provided sufficient time to review the additional allegations to prepare a response before any initial interview regarding those additional charges.

K. Standard of Proof

The University uses the preponderance of the evidence standard for investigations and determinations regarding responsibility of Formal Complaints covered under this Policy. This means that the investigation and hearing determine whether it is more likely than not that a violation of the Policy occurred.

L. Advisors

1. Advisors and Their Role

The parties may have an Advisor of their choice present with them for all meetings and interviews during the grievance process. Advisors should help the parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith. Advisors are required to follow the University’s [Rules of Decorum](#).

The Advisor may be a friend, mentor, family member, attorney¹⁷, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. The parties may choose Advisors from inside or outside of the campus community.¹⁸

For parties who are entitled to union representation, the University will allow the unionized employee to have their union representative serve as an Advisor during the grievance proceedings, if requested by the party, as well as an additional Advisor of their choice. To uphold the principles of equity, the other party, regardless of union membership, will also be permitted to have two Advisors.

Witnesses are not permitted to have union representation or Advisors in grievance process interviews or meetings.

The University may permit parties to have more than one Advisor upon special request to the Title IX Coordinator. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

The Title IX Coordinator will assign a trained Advisor from the Title IX Grievance Process Pool for any party who elects this option or does not have an Advisor. If the parties choose an Advisor from outside the pool, they should note that the Advisor may not be trained and familiar with the University's policies and procedures.

2. Advisors in Hearings and University-Appointed Advisors

Under the Final Title IX Rule, cross-examination is required during a live hearing and must be conducted by the parties' Advisors. The parties are not permitted to directly cross-examine each other or any witnesses.

If a party does not have an Advisor for a hearing, the University will appoint a trained Advisor for the limited purpose of conducting any cross-examination. A party may reject this appointment and choose their own Advisor, but they may not proceed without an Advisor.

If the party's Advisor will not conduct cross-examination, the University will appoint an Advisor who will do so, regardless of the participation or non-participation of the Party in the hearing.

¹⁷ The University does not guarantee equal Advisory rights; if one party selects an Advisor who is an attorney, but the other party does not or cannot afford an attorney, the University is not obligated to provide an attorney.

¹⁸ Choosing an Advisor who is also a witness in the process creates potential for bias and conflict-of-interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the Hearing Officer or Panel.

3. Scheduling Advisors

The University will not intentionally schedule meetings or hearings on dates where the Advisors of Choice for all parties are not available, provided that the Advisors act reasonably in providing available dates and work collegially to find dates and times that meet all schedules.

The University will not be obligated to delay a meeting or hearing under this process more than five (5) days due to the unavailability of an Advisor of Choice and may offer the party the opportunity to obtain a different Advisor of Choice or utilize one provided by the University to avoid delay.

M. Notice of Meetings and Interviews

The University will provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

N. Delays

Each party may request a one-time delay in the Grievance Process of up to five (5) days for good cause. The extension will be granted or denied in the sole judgment of the Title IX Coordinator provided that the requestor provides reasonable notice, and the delay does not overly inconvenience other parties.

O. Investigation

1. General Rules of Investigations

The Title IX Coordinator, Deputy Title IX Coordinators, or an Investigator designated by the Title IX Coordinator will perform an investigation under a reasonably prompt timeframe of the conduct alleged to constitute Title IX Covered Conduct after issuing the Notice of Allegations.

The University, and not the parties, has the burden of proof and the burden of gathering evidence¹⁹. This burden does not rest with either party, and either party may decide not to share their account of what occurred or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from the University and does not indicate responsibility.

The University cannot access, consider, or disclose medical records without a waiver from the party (or parent, if applicable) to whom the records belong or of whom the records include information.

¹⁹ The responsibility of showing a violation of this Policy occurred rests upon the University.

The University will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses²⁰, and inculpatory and exculpatory evidence,²¹ as described below.

2. Relevant evidence and questions

“Relevant” evidence and questions refer to any questions and evidence that tends to make an allegation of sexual harassment more or less likely to be true.

“Relevant” evidence and questions do not include the following types of evidence and questions, which are deemed “irrelevant” at all stages of the Title IX Grievance Process:

- Evidence and questions about the Complainant’s sexual predisposition or prior sexual behavior unless:
 - They are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or
 - They concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.
- Evidence and questions that constitute, or seek disclosure of, information protected under a legally-recognized privilege.
- Any party’s medical, psychological, and similar records unless the party has given voluntary, written consent.²²

3. Inspection and Review of Investigative Report and Evidence Prior to the completion of the investigation, the parties will have an equal opportunity to inspect and review the evidence obtained through the investigation.

The purpose of the inspection and review process is to allow each party an equal opportunity to meaningfully respond to the evidence prior to the conclusion of the investigation.

Evidence that will be available for inspection and review by the parties will be any evidence that is directly related to the allegations raised in the Formal Complaint. It will include any:

- a) *Evidence that is relevant, even if that evidence does not end up being relied upon by the University in making a determination regarding responsibility;*

²⁰ At the parties own expense.

²¹ Inculpatory evidence tends to prove allegations while exculpatory evidence tend to excuse, justify or absolve conduct.

²² See, 85 Fed. Reg. 30026, 30294 (May 19, 2020).

b) *inculpatory or exculpatory evidence that is directly related to the allegations, whether obtained from a party or other source.*

All parties must submit any evidence they would like the Investigator to consider during the course of the investigation prior to when the parties are scheduled to inspect and review evidence.²³

c) *The Investigative Report*

The Title IX Coordinator, Deputy Title IX Coordinators, or an Investigator designated by the Title IX Coordinator will create an Investigative Report that fairly summarizes relevant evidence and will provide that Report and evidence to the parties at least fifteen (15) calendar days prior the hearing for the parties' review and written response.

The purpose of the Investigative Report is to provide a fair summary of that evidence and not intended to catalog all evidence obtained by the Investigator.

Only relevant evidence (including both inculpatory and exculpatory – i.e., tending to prove and disprove the allegations - relevant evidence) will be referenced in the Investigative Report.

The Investigator may redact irrelevant information from the Investigative Report when that information is contained in documents or evidence that are otherwise relevant.

The University will provide a draft investigative report and all evidence, in the form of exhibits, via email, to the parties and their Advisors. The University is not under an obligation to use any specific process or technology to provide the evidence and shall have the sole discretion in terms of determining the format and any restrictions or limitations on access.

The parties will have ten (10) calendar days to inspect and review the draft Investigation Report and the evidence and submit a written response by email to the Investigator. The Investigator will consider the parties' written responses before completing the Investigative Report. The University will provide copies of the parties' written responses to the Investigator to all parties and their Advisors if

²³ See, 85 Fed. Reg. 30026, 30307 (May 19, 2020).

any.²⁴

If there is no response within the 10-day period, the Investigator will immediately generate the final Investigative Report and evidence and distribute simultaneously, via email, to the parties. When the parties submit a written response to the Investigator, the Investigator has ten (10) calendar days after receipt of the responses to generate the Final Investigative Report. Alternatively, if necessary, the Investigator may provide the parties with written notice extending the investigation and explaining the reason for the extension.

Any evidence subject to inspection and review will be available at the hearing for purposes of cross-examination.

The parties and their Advisors must sign an agreement not to disseminate any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the Title IX grievance process. Additionally, the parties and their Advisors agree not to photograph or otherwise copy the evidence.²⁵

4. Inclusion of Evidence Not Directly Related to the Allegations Evidence obtained in the investigation that is determined in the reasoned judgment of the Investigator not to be directly related to the allegations in the Formal Complaint will not be disclosed or may be appropriately redacted before the parties' inspection to avoid disclosure of personally identifiable information of a student. Any evidence obtained in the investigation that is kept from disclosure or appropriately redacted will be documented in a "privilege log" that may be reviewed by the parties and their Advisors if any.²⁶

P. Hearings

General Rules of Hearings

The University will not issue a disciplinary sanction arising from an allegation of Title IX Covered Conduct without holding a live hearing unless otherwise resolved through an Informal Resolution process.

The live hearing may be conducted with all parties physically present in the same geographic location, or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. This technology will enable participants simultaneously to see and hear each other. At its discretion, the University

²⁴ See, 85 Fed. Reg. 30026, 30307 (May 19, 2020).

²⁵ See, 85 Fed. Reg. 30026, 30435 (May 19, 2020).

²⁶ See, 85 Fed. Reg. 30026, 30438 (May 19, 2020).

may delay or adjourn a hearing based on technological errors, not within a party's control.

All proceedings will be recorded through audiovisual recording. That recording will be made available to the parties for inspection and review.

Prior to obtaining access to any evidence, the parties and their Advisors must sign an agreement not to disseminate any of the testimony heard or evidence obtained in the hearing or use such testimony or evidence for any purpose unrelated to the Title IX Grievance Process. Once signed, this Agreement may not be withdrawn.²⁷

1. Notice of Hearing The Hearing Officer or Panel will send a Notice of Hearing to the Parties at least seven (7) calendar days before the scheduled hearing date. Accelerated hearing dates may be scheduled with the consent of the Parties, and Hearing Officer or Panel. The Notice once sent, is presumed to have been delivered.

2. Continuances or Granting Extensions

The University may determine that multiple sessions or a continuance (i.e., a pause on the continuation of the hearing until a later date or time) is needed to complete a hearing. If so, the University will notify all participants and endeavor to accommodate all participants' schedules and complete the hearing as promptly as practicable.

3. Participants in the live hearing

Live hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

a) *Complainant and Respondent (The Parties)*

(1) The parties cannot waive the right to a live hearing.

(2) The University may still proceed with the live hearing in the absence of a party, and may reach a determination of responsibility in their absence, including through any evidence gathered that does not constitute a "statement" by that party.²⁸

(3) The University will not threaten, coerce, intimidate or discriminate against the party in an attempt to secure the party's participation.²⁹

²⁷ See, 85 Fed. Reg. 30026, 30435 (May 19, 2020).

²⁸ See, 85 Fed. Reg. 30026, 30361 (May 19, 2020). For example, A verbal or written statement constituting part or all of the sexual harassment itself is not a "prior statement" that must be excluded if the maker of the statement does not submit to cross-examination about that statement. In other words, a prior statement would not include a document, audio recording, audiovisual reading, and digital media, including but not limited to text messages, emails, and social media postings, that constitute the conduct alleged to have been the act of sexual harassment under the Formal Complaint. See, OCR Blog (May 22, 2020), available at <https://www2.ed.gov/about/offices/list/ocr/blog/20200522.html>

²⁹ See, 34 C.F.R. § 106.71; see also 85 Fed. Reg. 30026, 30216 (May 19, 2020).

(4) If a party does not submit to cross-examination, the decision-maker cannot rely on any prior statements made by that party in reaching a determination regarding responsibility but may reach a determination regarding responsibility based on evidence that does not constitute a “statement” by that party.

(5) The decision-maker cannot draw an inference about the determination regarding responsibility based solely on a party’s absence from the live hearing or refusal to answer cross- examination or other questions.³⁰

(6) The parties shall be subject to the University’s [Rules of Decorum](#).

b) *The Hearing Officer or Panel*

(1) One to three Hearing Officer (s) may preside over the hearings.

(1) No Hearing Officer will also have served as the Title IX Coordinator, Title IX Investigator, or Advisor to any party in the case, nor may any member of the hearing body serve on the appeals body in the case.

(2) No Hearing Officer will have a conflict of interest or bias in favor of or against Complainants or Respondents generally or in favor of or against the parties to the particular case.

(3) The Hearing Officers will be trained on topics including how to serve impartially, issues of relevance, including how to apply the rape shield protections provided for Complainants, and any technology to be used at the hearing.

(4) The parties will have an opportunity to raise any objections regarding a Hearing Officer’s actual or perceived conflicts of interest or bias at the commencement of the live hearing.

c) *Advisor of choice*

(1) The parties have the right to select an Advisor of their choice, who may be, but does not have to be, an attorney.

(2) The Advisor of choice may accompany the parties to any meeting or hearing they are permitted to attend, but may not speak for the party, except for the purpose of cross-examination.

(3) In addition to selecting an Advisor to conduct cross- examination, the parties may select an Advisor who may accompany the parties to any meeting or hearing they are permitted to attend, but may not speak for the party.

³⁰ See, 34 C.F.R. §106.45(b)(6)(i).

- (4) The parties are not permitted to conduct cross-examination themselves. Cross-examinations must be conducted by the Advisor. If a party does not select an Advisor, the University will select an Advisor to serve in this role for the limited purpose of conducting the cross-examination at no fee or charge to the party.
- (5) The Advisor is not prohibited from having a conflict of interest or bias in favor of or against Complainants or Respondents generally, or in favor of or against the parties to the particular case.
- (6) The Advisor is not prohibited from being a witness in the matter.
- (7) If a party does not attend the live hearing, the party's Advisor may appear and conduct cross-examination on their behalf.³¹
- (8) If neither a party nor their Advisor appears at the hearing, the University will provide an Advisor to appear on behalf of the non-appearing party.³²
- (9) Advisors shall be subject to the University's [Rules of Decorum](#) and may be removed upon violation of those Rules.

d) Witnesses

Witnesses cannot be compelled to participate in the live hearing, and have the right not to participate in the hearing free from retaliation.³³

If a witness does not submit to cross-examination, as described below, the decision-maker cannot rely on any statements made by that witness in reaching a determination regarding responsibility, including any statement relayed by the absent witness to a witness or party who testifies at the live hearing.³⁴

Witnesses shall be subject to the University's [Rules of Decorum](#).

4. Hearing Procedures

For all live hearings conducted under this Title IX Grievance Process, the procedure will be as follows:

- a) The Hearing Officer or Panel Chair will open and establish rules and expectations for the hearing;*

³¹ See, 85 Fed. Reg. 30026, 30340 (May 19, 2020).

³² See, 85 Fed. Reg. 30026, 30339-40 (May 19, 2020).

³³ See, 85 Fed. Reg. 30026, 30360 (May 19, 2020).

³⁴ See, 85 Fed. Reg. 30026, 30347 (May 19, 2020).

- b) *The Parties will each be given the opportunity to provide opening statements;*
- c) *The Hearing Officer or Panel will ask questions of the Parties and Witnesses;*
- d) *Parties will be given the opportunity for live cross-examination after the Hearing Officer or Panel conduct their initial round of questioning; During the Parties' cross-examination, the Hearing Officer or Panel will have the authority to pause cross-examination at any time for the purposes of asking follow up questions; and to enforce the established rules of decorum.*
- e) *Should a Party or the Party's Advisor choose not to cross-examine a Party or Witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the Hearing Officer or Panel. A Party's waiver of cross-examination does not eliminate the ability of the Hearing Officer or Panel to use statements made by the Party.*

5. Live Cross-Examination Procedure

Each party's Advisor will conduct live cross-examination of the other party(ies) and witnesses. During this live cross-examination, the Advisor will ask the other party(ies) and witnesses relevant questions and follow-up questions, including those challenging credibility. These questions will be asked directly, orally, and in real time.

Before any cross-examination question is answered, the Hearing Officer or Panel will determine if the question is relevant. Cross-examination questions that are duplicative of those already asked, including by the Hearing Officer or Panel, may be deemed irrelevant if they have been asked and answered.

6. Review of Recording

The recording of the hearing will be available for review by the parties within five (5) calendar days, unless there are any extenuating circumstances.

7. General Considerations for Evaluating Testimony and Evidence

While the opportunity for cross-examination is required in all Title IX hearings, determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the Hearing Officer or Panel.

The Hearing Officer or Panel shall not draw inferences regarding a party or witness' credibility based on the party or witness' status as a Complainant,

Respondent, or witness, nor shall it base its judgments in stereotypes about how a party or witness would or should act under the circumstances.

Generally, credibility judgments should rest on the demeanor of the party or witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence. Still, credibility judgments should not rest on whether a party or witness' testimony is non-linear or incomplete, or if the party or witness is displaying stress or anxiety.

The Hearing Officer or Panel will afford the highest weight relative to other testimony to first-hand testimony by parties and witnesses regarding their own memory of specific facts that occurred. Both inculpatory and exculpatory (i.e., tending to prove and disprove the allegations) evidence will be weighed in equal fashion.

Except where specifically barred by the Final Title IX Rule, a witness' testimony regarding third-party knowledge of the facts at issue will be allowed, but will generally be accorded lower weight than testimony regarding direct knowledge of specific facts that occurred.

The Final Title IX Rule requires that the University allow parties to call "expert witnesses"³⁵ for direct and cross-examination. The University does not provide for expert witnesses in other proceedings. While the expert witness will be allowed to testify and be crossed as required by the Final Title IX Rule, the Hearing Officer or Panel will afford lower weight to non-factual testimony of the expert relative to fact witnesses. Any expert testimony that is not directed to the specific facts that occurred in the case will be afforded lower weight relative to fact witnesses, regardless of whether the expert witness testimony is the subject of cross-examination and regardless of whether all parties present experts as witnesses.

The Final Title IX Rule requires that the University allow parties to call character witnesses to testify. While the character witnesses will be allowed to testify and be crossed as required by the Final Rule, the Hearing Officer or Panel will afford very low weight to any non-factual character testimony of any witness.

The Final Title IX Rule requires that the University admit and allow testimony regarding polygraph tests ("lie detector tests") and other procedures that are outside of standard use in academic and non-academic conduct processes. While testimony about them will be allowed and cross-examination, as required by the

³⁵ Expert witnesses may be called at the parties' expense.

Final Title IX Rule, will be allowed, the Hearing Officer or Panel will afford lower weight to such processes relative to the testimony of fact witnesses.

Where a party or witness' conduct or statements demonstrate that the party or witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the Hearing Officer or Panel may draw an adverse inference as to that party or witness' credibility.

8. Components of the Determination Regarding Responsibility The written Determination Regarding Responsibility will be issued simultaneously to all parties through their University email account, or other reasonable means as necessary. The Determination will include:

- a) *Identification of the allegations potentially constituting Title IX Covered Conduct;*
- b) *A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;*
- c) *Findings of fact supporting the determination;*
- d) *Conclusions regarding which section of the [Code of Conduct], if any, the Respondent has or has not violated.*
- e) *For each allegation:*
 - (1) A statement of, and rationale for, a determination regarding responsibility;
 - (2) A statement of, and rationale for, any disciplinary sanctions the University imposes on the Respondent; and
 - (3) A statement of, and rationale for, whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant; and
 - (4) The University's procedures and the permitted reasons for the Complainant and Respondent to appeal (described below in "Appeals").

Q. Timeline of Determination Regarding Responsibility

If there are no extenuating circumstances, the determination regarding responsibility will be issued by the University within ten (10) calendar days of the completion of the hearing.

R. Finality

The determination regarding responsibility becomes final either on the date that the University provides the parties with the written determination of the result of the appeal, if an appeal is filed consistent with the procedures and timeline outlined in “Appeals” below, or if an appeal is not filed, the date on which the opportunity to appeal expires.

S. Appeals

Each party may appeal (1) the dismissal of a Formal Complaint or any included allegations and/or (2) a determination regarding responsibility. A party must submit their written appeal within five (5) calendar days of being notified of the decision, indicating the grounds for the appeal.

The limited grounds for appeal available are as follows:

1. Procedural irregularity that affected the outcome of the matter (i.e., a failure to follow the University’s own procedures);
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter;
3. The Title IX Coordinator, Investigator(s), or decision-maker(s) had a conflict of interest or bias for or against an individual party, or for or against Complainants or Respondents in general, that affected the outcome of the matter.

The submission of an appeal stays any sanctions for the pendency of an appeal. Supportive measures and remote learning opportunities remain available during the pendency of the appeal.

If a party appeals, the University will notify the other party in writing of the appeal as soon as practicable. The time for an appeal shall be offered equitably to all parties and shall not be extended for any party solely because the other party filed an appeal.

Appeals may be no longer than three (3) pages (including attachments). Appeals should be submitted in electronic form using ARIAL or TIMES NEW ROMAN, 12 point font, and single-spaced. Appeals should use footnotes, not endnotes. Appeals that do not meet these standards may be returned to the party for correction, but the time for appeal will not be extended unless there is evidence that technical malfunction caused the appeal document not to meet these standards.

Appeals will be decided by Appeals Officers as follows:

- If the Respondent is a student: the Dean of Students, or their designee.
- If the Respondent is a faculty or staff member: The Provost, or their designee.

Appeals Officers will be free of conflict of interest and bias, and will not have served as

Investigator, Title IX Coordinator, or Hearing Officer in the same matter.

The outcome of the appeal will be provided in writing simultaneously to both parties, and include the rationale for the decision.

T. Confidentiality

The University will keep the following identities confidential except as permitted by the FERPA statute and regulations, the Final Title IX Rule, or as required by law:

- Any individual who has made a report or complaint of sex discrimination,
- Any individual who has made a report or filed a Formal Complaint of sexual harassment under this Policy, any Complainant,
- Any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and
- Any witness.

U. Retaliation

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations.

No person may intimidate, threaten, coerce, or discriminate against any individual because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Title IX Grievance Policy.

Any intimidation, threats, coercion, or discrimination, for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations, constitutes retaliation. This includes any charges filed against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but that arise from the same facts or circumstances as a report or complaint of sex discrimination or a report or Formal Complaint of sexual harassment.

Complaints alleging retaliation may be filed according to the DHSMR Grievance Process, described below.

DISCRIMINATION, HARASSMENT, SEXUAL MISCONDUCT, AND RETALIATION (DHSMR) GRIEVANCE PROCESS

A. Application of Process

This Process is applicable to cases of discrimination, harassment, sexual misconduct or retaliation when the Title IX Coordinator determines that the Title IX Grievance Process above, is inapplicable because the alleged conduct falls outside of Title IX Covered Sexual Harassment, or when offenses subject to Title IX Grievance Process have been dismissed. The Title IX Grievance Process must be applied when applicable. This Process applies to all allegations of harassment or discrimination on the basis of protected class status involving students, staff, faculty members, or third parties.

B. Initial Assessment

Following receipt of any formal or informal notice of allegation of violation of the Policy, the Title IX Coordinator engages in an initial assessment, one (1) to five (5) calendar days in duration. The steps in an initial assessment may include:

1. The Title IX Coordinator reaches out to the Complainant to offer supportive measures.³⁶
2. The Title IX Coordinator works with the Complainant to ensure they have an Advisor.
3. The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers an Informal or Formal Resolution. The process followed considers the preference of the parties but is ultimately determined at the discretion of the Title IX Coordinator. At any point during the initial assessment or formal investigation, if the Title IX Coordinator determines that reasonable cause does not support the conclusion that policy has been violated, the process will end, and the parties will be notified.

Based on the initial assessment, the University will initiate either the Informal Resolution Process or the Formal Resolution Process.

- a) If an Informal Resolution, i.e., supportive and remedial response, is preferred, the Title IX Coordinator works with the Complainant to identify their wishes and then seeks to facilitate implementation. The Formal Resolution process is not initiated, though the Complainant can elect to initiate it later if desired.*
- b) The Title IX Coordinator assesses whether the complaint is*

³⁶ Supportive Measures may include, but are not limited to, referral to counseling and health services, referral to the Employee Assistance Program, education to the community, permanent alteration of housing assignments, permanent alteration of work arrangements, as limited by law, provision of campus safety escorts, climate surveys, policy modification, provision of transportation accommodations, implementation of long-term contact limitations between the parties, and implementation of adjustments to academic deadlines, course schedules.

suitable for Informal Resolution, which informal mechanism may serve the situation best or is available, and may seek to determine if the Respondent is also willing to engage in Informal Resolution.

c) Statements made during the Informal Resolution process are not evidence; they are made for settlement purposes, not for the truth of the matter asserted. Therefore, if Informal Resolution fails, and the matter moves to Formal Resolution, such statements may not be raised and questions relating to these statements are not allowed.

d) If Formal Resolution is preferred, the Title IX Coordinator initiates the investigation process and determines whether the scope of the investigation will address:

- (1) Incident, and/or*
- (2) A potential pattern of misconduct and/or*
- (3) A culture/climate issue.*

C. Threat Assessment

The Title IX Coordinator will consult, as appropriate, with Campus Security and other campus administrators and determine whether the report poses a threat to the Reporting Party or the University community. Factors to be considered include, but are not limited to, whether alleged Prohibited Conduct included physical violence or threats of violence; whether any weapon or force was allegedly used or threatened; whether multiple Responding Parties were involved; whether Responding Party has a prior history of violent behavior; whether the Prohibited Conduct was facilitated by “date-rape” drugs or similar intoxicants, or allegedly occurred when Reporting Party was unconscious or physically helpless; whether Reporting Party is a minor under the age of 18; and whether any aggravating circumstances or indications of violent or predatory behavior were reported.

The Title IX Coordinator will retain documentation reflecting that the above threat assessment was completed. If the conclusion is that there is a minimal threat to the University community, the Title IX Coordinator may in their discretion respect a Reporting Party’s request for no action and will investigate only so far as necessary to determine appropriate remedies. However, if the Title IX Coordinator concludes that there is a substantial threat to the community, the University reserves the right to initiate this grievance process and file a Formal Complaint without a formal report or participation by a Complainant.

D. Grievance Process Pool

The Formal Resolution process relies on a Grievance Process Pool (“GPP”) of internal and/or external members who, at the direction of the Title IX Coordinator, may serve as Advisors, Investigators, and/or Hearing Officers.

The Title IX Coordinator, in consultation with the President, carefully vets internal Pool members for potential conflicts of interest or disqualifying biases and appoints the Pool, which acts with independence and impartiality.

Internal Pool members receive annual training organized by the Title IX Coordinator, including a review of the University’s policies, processes, and procedures, as well as applicable federal and state laws and regulations.³⁷

External Pool members are trained and experienced consultants who are free of conflicts- of-interest and are familiar with the University’s discrimination, harassment, sexual misconduct, and retaliation grievance processes.

E. Counterclaims

Counterclaims by the Respondent may be made in good faith but are also sometimes made for purposes of retaliation. The University is obligated to ensure that any process is not abused for retaliatory purposes. Counterclaims made in bad faith will be considered retaliatory and may constitute a violation of this Policy.

The University permits the filing of counterclaims, but uses the initial assessment, described above, to assess whether the allegations are made in good faith. Counterclaims made in good faith are processed using this Process after the underlying allegation has been resolved. Allegations and counterclaims may be resolved through the same investigation at the discretion of the Title IX Coordinator.

F. Advisors

1. Expectations of an Advisor

The University generally expects an Advisor to adjust their schedule to allow them to attend University meetings when planned, but the University may change scheduled meetings to accommodate an Advisor’s inability to attend if doing so does not cause an unreasonable delay.

The University may also make reasonable provisions to allow an Advisor who cannot attend in person to attend a meeting by telephone, video conferencing, or

³⁷ Grievance Process Pool members also receive training that includes, but is not limited to: conducting impartial and thorough investigations, checking implicit bias, reporting, confidentiality, and privacy requirements, weighing evidence, assessing credibility, evidence, and relevance.

other similar technologies as may be convenient and available.

Parties whose Advisors are disruptive or who do not abide by University policies and rules of decorum may face the loss of that Advisor and possible Policy violations.

Advisors are expected to consult with their advisees without disrupting University meetings or interviews. Advisors do not represent parties in the process; their role is only to advise.

2. Expectations of the Parties with Respect to Advisors

Each party may choose an Advisor who is eligible and available to accompany them throughout the process. The Advisor can be anyone, including an attorney, but should not be someone who is also a witness in the process. A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout.

The parties are expected to inform the Investigators of the identity of their Advisor at least two (2) business days before the date of their first meeting with the Investigator(s).

The parties are expected to provide timely notice to the Investigator(s) and the Title IX Coordinator if they change Advisors at any time.

Upon written request of a party, the University will copy the Advisor on all communications between the University and the party. The Advisor may be asked to sign a non-disclosure agreement (NDA) regarding private, sensitive records.

For parties who are entitled to union representation, the University will allow the unionized employee to have their union representative, if requested by the party, as well as an Advisor of their choice, present for all grievance proceedings. To uphold the principles of equity, the other party, regardless of union membership, will also be permitted to have two Advisors. Witnesses are not permitted to have union representation or Advisors in grievance process interviews or meetings.

At the discretion of the Title IX Coordinator, the parties may each have more than one Advisor. If one party is allowed an additional Advisor, the other party must be allowed an additional one as well.

3. Assistance in Securing an Advisor

While the Parties may select an Advisor of their choice, the University can assist with providing an Advisor at the Party's request. Please see the Resources, Rights, and Options document for a list of support.

G. Resolution Options

Grievance Proceedings are private; all individuals present at any time during the resolution process are expected to maintain the privacy of the proceedings in accordance with University Policy. While there is an expectation of privacy around what is discussed during interviews, the parties have the discretion to share their own experiences with others if they so choose, but are encouraged to discuss with their Advisors first before doing so.

1. Informal Resolution

Informal Resolution is applicable when the parties voluntarily agree to resolve the matter through Alternate Resolution (i.e., mediation, restorative practices, etc.), or when the Respondent accepts responsibility for violating Policy, or when the Title IX Coordinator can resolve the matter informally by providing remedies to resolve the situation.

Any party participating in Informal Resolution can stop the process at any time and request the Formal Resolution process. Further, if an Informal Resolution fails, Formal Resolution may be pursued.

a) *Alternate Resolution*

Alternate Resolution is an informal process, such as mediation or restorative practices, by which a mutually agreed-upon resolution of an allegation is reached. It may be used for less serious, yet inappropriate, behaviors and is encouraged as an alternative to the Formal Resolution process (described below) to resolve conflicts. The parties must consent to the use of Alternate Resolution.

The Title IX Coordinator determines if Alternate Resolution is appropriate, based on the willingness of the parties, the nature of the conduct at issue, and the susceptibility of the conduct to Alternate Resolution.

In an Alternate Resolution meeting, a trained administrator facilitates a dialogue with the parties to an effective resolution, if possible. The parties may agree to accepted sanctions or appropriate remedies.

The Title IX Coordinator maintains records of any resolution that is reached, and failure to abide by the resolution can result in appropriate enforcement actions.

Alternate Resolution is not typically the primary resolution mechanism used to address reports of violent behavior of any kind or in other cases of serious violations of policy, though it may be made available after the Formal Resolution process is completed should the parties and the Title IX Coordinator believe it could be beneficial. The results of Alternate Resolution are not appealable.

b) Respondent Accepts Responsibility for Alleged Violations

The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the resolution process. If the Respondent accepts responsibility, the Title IX Coordinator makes a determination that the individual is in violation of University Policy.

The Title IX Coordinator then determines appropriate sanction(s) or responsive actions, which are implemented promptly in order to effectively stop the discrimination, harassment, sexual misconduct, or retaliation; prevent its recurrence; and remedy the effects of the conduct, both on the Complainant and the community.

*The process ends when the Respondent accepts responsibility for **all** of the alleged policy violations, and the Title IX Coordinator determines and promptly implements appropriate sanction(s) or responsive actions. The Title IX Coordinator will inform the Complainant of this outcome.*

*When the Respondent accepts responsibility for **some** of the alleged policy violations, the Title IX Coordinator will determine and promptly implement appropriate sanction(s) or responsive actions, for those violations. The remaining allegations will continue to be investigated and resolved. The Title IX Coordinator will inform the Complainant of this outcome. The parties are able to seek Alternate Resolution on the remaining allegations, subject to the stipulations above.*

c) Negotiated Resolution

The Title IX Coordinator, with the consent of the parties, may negotiate and implement any agreement to resolve the allegations that satisfies all parties and the University.

2. Formal Resolution

Formal Resolution can be pursued for any alleged violation of this Policy for which the Respondent has not accepted responsibility. Formal Resolution starts

with a thorough, reliable, and impartial investigation.

H. Investigation

The investigation will be a neutral, fact-finding process, and Respondent is presumed at the outset not to be responsible. This presumption may be overcome where the Investigator and Hearing Officer or Panel determine that there is sufficient evidence supporting responsibility. The Parties are encouraged but are not required to cooperate with the investigation and hearing. The Parties will have an equal opportunity to be heard, to submit information, to identify witnesses, and to suggest questions.

The Investigator will interview the Parties and any third party witnesses separately, and gather all available evidence, including email, text messages, social media communication, etc., as well as any photographs or medical records.

If a Formal Resolution is initiated, the Title IX Coordinator will provide written Notice of Investigation and Allegations to the parties. Typically, notice is given at least two (2) days in advance of an interview.

1. Notice of Investigation and Allegations (NOIA)

The Title IX Coordinator or Investigator will draft and provide the NOIA to the parties. Such notice will occur as soon as practicable, but no more than ten (10) calendar days after the University receives a Formal Complaint of the allegations, barring extenuating circumstances.

The parties will be notified via their University email accounts. Once emailed, notice is presumptively delivered. If a party is not a student or employee of the University, they will be notified by other reasonable means.

The University will provide sufficient time, no less than three (3) calendar days, for the parties to review the NOIA and prepare a response before any initial interview.

The Notice will include the University's Policy; a meaningful summary of the allegations and policy provision alleged to be violated; a statement of potential sanctions; a statement that the parties may have an Advisor of their choice; a statement about the University's policy on retaliation; a statement that the University prohibits knowingly making false statements; details on the process for requesting disability accommodations during the interview process; an instruction to the parties to preserve any evidence that is directly related to the allegations, and a link to the University's Resources, Rights, and Options document.

Investigators will update the NOIA as necessary and provide it to the parties.

2. Other Misconduct

With the agreement of the Student Conduct Officer, Human Resources Director, or Provost, as applicable, allegations of misconduct that fall outside this policy but involves common facts as the alleged Prohibited Conduct, will be investigated together under this Process.

3. Timeframes

The timeframe for completion of this Grievance Process, from the receipt of notice or complaint until final determination, will be concluded promptly, and will not exceed ninety (90) calendar days. The Process may be extended for a good reason.

Investigations are completed expeditiously, normally within 10-20 business days, though some investigations take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

The University will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

The University may undertake a short delay in its investigation (several days to weeks, to allow evidence collection) when criminal charges based on the same behaviors that invoke the University's Grievance Process are being investigated by law enforcement. The University will promptly resume its investigation and resolution process once notified by law enforcement that the initial evidence collection process is complete. University action(s) are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

4. Investigators

Once the decision is made to commence an investigation, the Title IX Coordinator appoints Pool members to conduct the investigation (typically using a team of two Investigators), usually within two (2) days of determining that an investigation should proceed.

The Title IX Coordinator will vet the assigned Investigator(s) to ensure impartiality by ensuring there are no conflicts of interest or disqualifying bias.

During the Formal Resolution Process, the parties may raise a concern regarding bias or conflict of interest at any time. The Title IX Coordinator will determine whether the concern is reasonable and supportable and, if so, will assign another Investigator to remedy the impact of the bias or conflict. If the bias or conflict relates to the Title IX Coordinator, concerns should be raised with the President of the University.

5. Investigation Process

Investigations involve interviews with all relevant parties and witnesses, obtaining available, relevant evidence, and identifying sources of expert information, as necessary.

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence, and to fully review and respond to all evidence, on the record.

The Investigators commence a thorough, reliable, and impartial investigation by developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all parties and witnesses

6. Witness responsibilities

Witnesses (as distinguished from the parties) who are faculty or staff of the University are expected to cooperate with and participate in the University's investigation and resolution process. Failure of a witness to cooperate with and/or participate in the investigation or resolution process constitutes a violation of Policy and may be subject to discipline.

7. Remote processes

Parties and witnesses may be interviewed remotely by phone, video conferencing, or similar technologies if the Investigator(s) or Hearing Officer or Panel determines that timeliness or efficiency dictates a need for remote interviewing.

Witnesses may also provide written statements in lieu of interviews, or respond to questions in writing if deemed appropriate by the Investigator(s), though this approach is not ideal. Where remote technologies are used, the University makes reasonable efforts to ensure privacy, and that any technology does not work to the detriment of any party or subject them to unfairness.

8. Recording

No unauthorized audio or video recording of any kind is permitted during the resolution process. If Investigator(s) elect to record interviews, all involved parties must be made aware of the recording.

9. Evidence

Any evidence that is relevant and credible may be considered, including an individual's prior misconduct history as well as evidence indicating a pattern of misconduct. The process should exclude irrelevant or immaterial evidence and may disregard evidence lacking in credibility, or that is improperly prejudicial.

10. Sexual history/patterns

Unless the Title IX Coordinator determines it is appropriate, the investigation and the finding do not consider (1) incidents not directly related to the possible violation, unless they evidence a pattern; (2) the sexual history of the parties (though there may be a limited exception made with regard to the sexual history between the parties); or (3) the character of the parties.

11. Previous allegations/violations

While previous conduct violations by the Respondent are not generally admissible as information supporting the current allegation, the Investigator(s) may supply the Title IX Coordinator with information about previous good faith allegations and/or findings, when that information suggests potential pattern and/or predatory conduct.

Previous disciplinary action of any kind involving the Respondent may be considered in determining the appropriate sanction(s) if the University uses a progressive discipline system.

12. Character witnesses

Neither the Title IX Coordinator nor the Investigator(s) meets with character witnesses, but the Investigator(s) may accept up to two (2) letters supporting the character of each of the parties. Such letters must be provided to the Investigator(s) prior to the report being finalized; otherwise, the parties have waived their right to provide such letters.

13. Investigative Report

At the completion of the investigation, the Investigator will draft a comprehensive investigative report fully summarizing the investigation and all evidence. The Investigator will share the report with the Title IX Coordinator or legal counsel for review and feedback and provide parties with a copy of the draft report,

including all relevant evidence, analysis, credibility assessments, and recommended finding(s) via email.

The parties will have ten (10) calendar days to inspect and review the draft Investigation Report and the evidence and submit a written response by email to the Investigator. The Investigator will consider the parties' written responses before completing the Investigative Report. The University will provide copies of the parties' written responses to the Investigator to all parties and their Advisors if any.

If there is no response within the 10-day period, the Investigator will immediately generate the Final Investigative Report and evidence and distribute simultaneously, via email, to the parties. When the parties submit a written response to the Investigator, the Investigator has ten (10) calendar days after receipt of the responses to generate the Final Investigative Report. Alternatively, if necessary, the Investigator may provide the parties with written notice extending the investigation and explaining the reason for the extension.

I. Hearing

1. General Rules of Hearings

After a Formal Resolution Investigation, the Investigative Report is sent to the Hearing Officer or Panel. Within two to three days of receiving the Investigative Report, the Hearing Officer or Panel will review the report and all responses, if any, and arrange a hearing to allow the parties an opportunity to present. The University will not threaten, coerce, intimidate or discriminate against the party in an attempt to secure the party's participation in the hearing. The Parties may opt to waive the hearing. If all parties opt to waive the hearing, the process will divert directly to the Hearing Officer or Panel for determination.

Live hearings may be conducted with all parties physically present in the same geographic location, or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. This technology will enable participants simultaneously to see and hear each other. At its discretion, the University may delay or adjourn a hearing based on technological errors, not within a party's control. All proceedings will be recorded through audiovisual recording. That recording will be made available to the parties for inspection and review.

Prior to obtaining access to any evidence, the parties and their Advisors must sign an agreement not to disseminate any of the testimony heard or evidence obtained in the hearing or use such testimony or evidence for any purpose unrelated to the

Title IX Grievance Process. Once signed, this Agreement may not be withdrawn. The parties shall be subject to the University's [Rules of Decorum](#).

The Hearing Officer or Panel shall not draw inferences regarding a party or witness' credibility based on the party or witness' status as a Complainant, Respondent, or witness, nor shall it base its judgments in stereotypes about how a party or witness would or should act under the circumstances.

2. Continuances or Granting Extensions

The University may determine that multiple sessions or a continuance (i.e., a pause on the continuation of the hearing until a later date or time) is needed to complete a hearing. If so, the University will notify all participants and endeavor to accommodate all participants' schedules and complete the hearing as promptly as practicable.

3. Participants in the live hearing

Live hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

a) *Complainant and Respondent (The Parties);*

b) *The parties Advisors of Choice, if any; and*

(1) The parties have the right to select an Advisor of their choice, who may be, but does not have to be, an attorney.

(2) The Advisor of choice may accompany the parties to any meeting or hearing they are permitted to attend, but may not speak for the party.

(3) The parties may select an Advisor who may accompany the parties to any meeting or hearing they are permitted to attend, but may not speak for the party.

(4) The Advisor is not prohibited from being a witness in the matter.

c) *The Hearing Officer or Panel*

The Hearing Officer or Panel may be comprised of internal or external members. All members are trained in the adjudication process for offenses under this Policy. The Hearing Officer or Panel are selected by the Title IX Coordinator. The Hearing Officer or Panel will review all relevant material and determine, using the "preponderance of the evidence" standard, whether Respondent committed the alleged Prohibited Conduct.

(1) One to three Hearing Officer (s) may preside over the hearings.

(2) No Hearing Officer will also have served as the Title IX Coordinator, Title IX Investigator, or Advisor to any party in the case, nor may any member of the hearing body serve on the appeals body in the case.

(3) No Hearing Officer will have a conflict of interest or bias in favor of or against Complainants or Respondents generally or in favor of or against the parties to the particular case.

(4) The parties will have an opportunity to raise any objections regarding a Hearing Officer's actual or perceived conflicts of interest or bias at the commencement of the live hearing.

d) *Witnesses*

Witnesses cannot be compelled to participate in the live hearing, and have the right not to participate in the hearing free from retaliation.

4. Notice of Hearing

The Hearing Officer or Panel will send a Notice of Hearing to the Parties at least seven (7) calendar days before the scheduled hearing date. Accelerated hearing dates may be scheduled with the consent of the Parties, Chair, and Hearing Officer or Panel. The Notice once sent, is presumed to have been delivered.

The Notice will contain:

- a) *a list of the policies alleged to have been violated,*
- b) *a summary of the hearing procedures,*
- c) *a list of potential sanctions,*
- d) *the date, time, and location of the hearing,*
- e) *a notice that the hearing will commence in the absence of the parties, and*
- f) *additional information at the Chair's discretion.*

5. Hearing Procedures

For all live hearings conducted under this Process, the procedure will be as follows:

- a) *The Hearing Officer or Panel Chair will open and establish rules and expectations for the hearing;*
- b) *The Parties will each be given the opportunity to provide opening statements;*
- c) *The Hearing Officer or Panel will ask questions of the Parties and Witnesses;*
- d) *The Hearing Officer or Panel shall determine by majority vote whether the Responding Party shall be found responsible for the alleged Prohibited Conduct;*

- e) *The Review Panel determination shall be based on the “preponderance of the evidence” standard.*

The Hearing Officer or Panel will afford the highest weight relative to other testimony to first-hand testimony by parties and witnesses regarding their own memory of specific facts that occurred.

Where a party or witness’ conduct or statements demonstrate that the party or witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the Hearing Officer or Panel may draw an adverse inference as to that party or witness’ credibility.

6. Review of Recording

The recording of the hearing will be available for review, upon request, by the parties within five (5) calendar days, unless there are any extenuating circumstances.

7. The Determination Regarding Responsibility

Determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the Hearing Officer or Panel.

The written Determination Regarding Responsibility will be issued simultaneously to all parties and the Title IX Coordinator through their University email account, or other reasonable means as necessary. The Determination will include:

- a) *Identification of the allegations;*
- b) *A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;*
- c) *Findings of fact supporting the determination;*
- d) *Conclusions regarding which section of the Policy, if any, the Respondent has or has not violated.*
- e) *For each allegation:*
 - (1) A statement of, and rationale for, a determination regarding responsibility;
 - (2) A statement of, and rationale for, any disciplinary sanctions the University imposes on the Respondent; and
 - (3) A statement of, and rationale for, whether remedies designed to restore or preserve equal access to the University’s education program or activity will be provided by the University to the Complainant; and

f) *The University's procedures and the permitted reasons for the Complainant and Respondent to appeal (described below in "Appeals").*

J. Sanctions

1. Possible Student Sanctions

- Expulsion – Permanent separation from the University.
- Suspension – Separation from the University for up to two years.
- Deferred Suspension – Separation of from the University held in abeyance for a definite period, to be enforced if future misconduct.
- Residence Hall Separation or Relocation – The student may be barred from the residence halls or a specific residence hall, for a definite period.
- Restitution – Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- Written reprimand—a written censure for violation of Policy placed in the student's record.
- Written warning – a written warning placed in student's file what repetition of conduct found wrongful will result in disciplinary action.

In determining the appropriate sanctions, the Hearing Officer or Panel shall be guided by several considerations, including:

- The severity and persistence of the Prohibited Conduct;
- The extent violence was involved;
- The Conduct's impact on the Victim;
- The Conduct's impact on the Campus community;
- Prior disciplinary history or other prior misconduct;
- Whether Responding Party accepted responsibility; and
- Any other mitigating or aggravating factors.

2. Possible Employee Sanctions

- Termination;
- Suspension without pay;
- Probationary period;
- Written or verbal reprimand; and
- Administrative referral to EAP.

3. Failure to Complete Sanctions or to Comply with Remedies

All Respondents are expected to comply with conduct sanctions, responsive actions, and corrective actions within the timeframe specified by the Title IX

Coordinator.

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

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

K. Withdrawal or Resignation During the Grievance Process

Students: The University may place a hold, bar access to an official transcript, and/or prohibit graduation as necessary to permit the resolution process to be completed.

Employees: Should an employee resign with unresolved allegations pending, the records of the Title IX Coordinator will reflect that status.

L. Appeals

Parties may appeal a determination regarding responsibility. A party must submit their written appeal within five (5) calendar days of being notified of the decision, indicating the grounds for the appeal.

The grounds for appeal available are as follows:

1. To consider new information, sufficient to alter a decision or relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the hearing;
2. An error in the process or an abridgment of rights, as stated in this Policy, which materially impacted the outcome of the hearing;
3. The sanctions imposed were impermissible under this Policy.

If a party appeals, the University will notify the other party in writing of the appeal as soon as practicable. The time for an appeal shall be offered equitably to all parties and shall not be extended for any party solely because the other party filed an appeal.

Appeals may be no longer than three (3) pages (including attachments). Appeals should be submitted in electronic form using Arial or Times New Roman Fonts, 12-point font size, and should be single-spaced. Appeals should use footnotes, not endnotes. Appeals that do not meet these standards may be returned to the party for correction, but the time for appeal will not be extended unless there is evidence that technical malfunction caused the appeal document not to meet these standards.

Appeals will be decided by Appeals Officers as follows:

- If the Respondent is a student: the Dean of Students, or their designee.
- If the Respondent is a faculty or staff member: The Provost, or their designee.

Appeals Officers will be free of conflict of interest and bias, and will not have served as Investigator, Title IX Coordinator, or Hearing Officer in the same matter. The outcome of the appeal will be provided in writing simultaneously to both parties, and include the rationale for the decision. Once an appeal is decided, the outcome is final.

Decisions by the Appeals Officer are to be deferential to the original decision. Changes to the finding should only be made when there is a clear error, and the sanction(s) should only be altered if there is a compelling justification to do so.

Appeals are not intended to be full re-hearings (de novo) of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the investigation and pertinent documentation regarding the grounds for appeal.

Appeals granted based on new evidence should normally be remanded to the Investigator(s) for reconsideration. Other appeals should be remanded at the discretion of the Appeals Officer.

In cases in which the appeal results in Respondent's reinstatement to the University or a resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

M. Record-keeping

In implementing this policy, records of all allegations, investigations, resolutions, and hearings will be kept for a minimum of seven (7) years, or as required by state or federal law or University policy, by the Title IX Coordinator in the Title IX case database.

N. Disabilities Accommodation in the Resolution Process

The University is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to the resolution process at the University. Students needing such accommodations or support should contact the Director of Disability Services, and Employees needing such accommodations or support should contact the ADA/504 Coordinator. The Director of Student Accessibility Services and the ADA/504 Coordinator will review the request and, in consultation with the person requesting the accommodation and the Title IX

Coordinator, determine which accommodations are appropriate and necessary for full participation in the process.

O. Revision

These policies and procedures will be reviewed and updated annually by the Title IX Coordinator. The University reserves the right to make changes to this document as necessary. The Policy takes effect when it is posted on the University's website.

The Title IX Coordinator may make minor modifications to the procedures that fall within this process as necessary. The Title IX Coordinator may also vary procedures materially with notice (on the University website, with the appropriate effective date identified) upon determining that changes to law or regulation require such alterations.

SEX OFFENDER REGISTRATION POLICY

Any person who has committed a criminal offense against a victim who is a minor or a nonviolent sexual offense, has been convicted of a sexually violent offense, is subject to registration as a sexual offender, or committed a felony for a sexual purpose, and is employed by, works at, or is a student of, the University is required without delay to notify the Connecticut Commissioner of Public Safety. (54 C.G.S. Section 250). The University reserves the right to require Sexual Offenders to vacate the residence halls or to comply with other restrictions. Information regarding registered sexual offenders can be obtained from the Connecticut Department of Public Safety (www.ct.gov/dps) or through the link below.

http://www.communitynotification.com/cap_office_disclaimer.php?office=54567

DEFINITIONS OF SEXUAL ASSAULT AND OTHER PROHIBITED GENDER-BASED VIOLENCE UNDER CONNECTICUT LAW

Under Connecticut law, 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 a victim 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.

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

“Family or household member” means any of the following persons, regardless of the age of such person: (A) Spouses or former spouses; (B) parents or their children; (C) persons related by blood or marriage; (D) persons other than those persons described in subparagraph (C) of this subdivision presently residing together or who have resided together; (E) persons who have a child in common regardless of whether they are or have been married or have lived together at any time; and (F) persons in, or who have recently been in, a dating relationship.

UNIFORM CAMPUS CRIME REPORT

The **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act** requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses. The University of Bridgeport is required to annually prepare a Uniform Campus Crime Report (UCCR), consistent with the FBI's Uniform Crime Reporting system (UCR) stating the crime statistics on the campus for the preceding calendar year.

The University of Bridgeport reports crime statistics to the Connecticut Department of Public Safety, the Federal Bureau of Investigation, and the Department of Education. The Uniform Campus Crime Report lists on-campus crime statistics for the most recent three-year period in accordance with State and Federal laws.

A daily crime log is maintained at Norseman Hall (221 University Avenue) at the University Campus Security Department for all reported incidents and is available at any time for public viewing.

Definitions of Reportable Crimes

In compliance with the Clery Act, definitions of reportable crimes (murder, robbery, aggravated assault, burglary, motor vehicle theft, arson, illegal weapons possession violations, drug abuse violations, liquor law violations and hate crimes) are taken from the Federal Bureau of Investigation's Uniform Crime Reporting Guidelines. The definitions for sex offenses are excerpted from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Handbook.

Criminal Homicide

These offenses are separated into two categories: Murder and Non-negligent Manslaughter, and Manslaughter by Negligence.

- a. Murder and Non-negligent Manslaughter is defined as the willful (non-negligent) killing of one human being by another.
- b. Manslaughter by Negligence is defined as the killing of another person through gross negligence.

Sexual Assault (Sex Offenses)

Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Include attempted Sexual Assaults, but do not include in your Clery Act statistics any Sexual Assaults other than the four types of Sexual Assaults described in this chapter.

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

Robbery

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

Aggravated Assault

Aggravated Assault is an unlawful attack by one person upon another for the purpose of inflicting severe or

aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an Aggravated Assault when a gun, knife or other weapon that could cause serious personal injury is used.

Burglary

The unlawful entry of a structure to commit a felony or a theft. An incident must meet three conditions to be classified as a Burglary: 1) There must be evidence of unlawful entry (trespass). This means that the person did not have the right to be in the structure at the time the incident occurred. 2) Unlawful entry must occur within a structure, which is defined as having four walls, a roof, and a door. 3) The structure was unlawfully entered to commit a felony or a theft. If the intent were not to commit a felony or a theft, the incident is not a Burglary.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle.

Arson

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

Weapon Law Violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchasing, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Drug Abuse Violation

The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and or/use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violation

The violation of State or local laws or ordinances prohibiting: the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Hate Crimes

A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Although there are many possible categories of bias, under the Clery Act, only the following eight categories are reported:

Race

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

Gender

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Gender Identity

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming

person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

Religion

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

Disability

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

Sexual Orientation

A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Ethnicity

A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin

A preformed negative opinion or attitude toward a group of people based on their actual or perceived county of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

Any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property committed against a person or property which is motivated, in whole or in part, by the offender's bias constitutes a hate crime.

Larceny-Theft

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.)

Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

Simple Assault

an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken 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 other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property

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

VAWA Offenses

Any incidents of Domestic Violence, Dating Violence and Stalking. (Note that Sexual Assault is also a *VAWA* Offense but is included in the Criminal Offenses category for *Clery Act* reporting purposes)

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 and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For purpose of this definition,

- dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse;
- dating violence does not include acts covered under the definition of domestic violence

Domestic violence

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

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition:

Course of conduct mean 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.

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

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

Hierarchy Rule

In cases where more than one offense occurs in an incident, only the highest-ranking Part I offense is counted. Three offenses, Arson, Human Trafficking–Commercial Sex Acts, and Human Trafficking–Involuntary Servitude, ignore the Hierarchy Rule and are always counted even in cases when multiple offenses occur in an incident.

The Part I offenses following the Hierarchy Rule are:

- Criminal Homicide
 - a. Murder and non-negligent Manslaughter
 - b. Manslaughter by Negligence

- Rape
 - a. Rape
 - b. Attempts to Commit Rape
 - c. Historical Rape
- Robbery
 - a. Firearm
 - b. Knife or Cutting Instrument
 - c. Other Dangerous Weapon
 - d. Strong-arm—Hands, Fists, Feet, etc.
- Aggravated Assault
 - a. Firearm
 - b. Knife or Cutting Instrument
 - c. Other Dangerous Weapon
 - d. Hands, Fists, Feet, etc.—Aggravated Injury
- Burglary
 - a. Forcible Entry
 - b. Unlawful Entry—No Force
 - c. Attempted Forcible Entry
- Larceny-theft (except motor vehicle theft)
- Motor Vehicle Theft
 - a. Autos
 - b. Trucks and Buses
 - c. Other Vehicles

The following Part I offenses ignore the Hierarchy Rule:

- Arson
 - a.–g. Structural
 - h.–i. Mobile
 - j. Other
- Human Trafficking, Commercial Sex Acts
- Human Trafficking, Involuntary Servitude

Geography of Crime categories

Campus Building or Property

“On-Campus” means any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and

Any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food vendor or other retail vendor).

On-Campus Student Housing Facility

An “on-campus student housing facility” is any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus. This definition includes the following types of housing:

- Undergraduate, graduate, and married student housing
- Single family houses that are used for student housing
- Summer school student housing
- Buildings that are used for student housing but also have faculty, staff or any other individuals living there. (Does not include faculty-only housing. Institution-owned or controlled faculty-only housing that is located on the campus belongs only in the “on-campus” category.)
- Buildings that are owned by a third party that has a written agreement with your institution to provide

student housing. It does not matter whether the rent is paid to the third party by the institution on behalf of the students or paid directly by the students.

- Fraternity or sorority houses that are owned or controlled by your institution or are located on property that your institution owns or controls.

Non-campus Building or Property

“Non-campus” means any building or property owned or controlled by a student organization that is officially recognized by the institution; or

Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

A building or property that the institution owns, rents, leases, or has any other type of written agreement for, is considered to be “controlled by” the institution. A written agreement includes an informal letter or e-mail.

Note that there is a difference between an agreement that gives your institution control over a building or a specific space within a building, and a program agreement. For example, if your institution has an agreement to send nursing students to a nearby hospital to participate in a program there, but your institution does not have a written agreement giving you use of any space within the hospital, you should not include the hospital in the non-campus category.

If your school owns an off-campus apartment building and puts a management company in charge, **but doesn’t use the building for student housing**, do not include the building in your non-campus category (even if some of your students happen to rent apartments there).

Public Property

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

CRIMINAL OFFENSES UNIVERSITY OF BRIDGEPORT - BRIDGEPORT CAMPUS

Following is the statistical report for crime on UB campuses for 2023, 2022 and 2021. The total FTE students and employees for 2023 on UB's campus was 3,682 (3,340 students, 342 employees) with approximately 925 students and 10 employees living on campus.

CRIMINAL OFFENSES	On Campus Property						Noncampus Property			Public Property			Total by Crime		
	Residential Facility			Other Locations			2021	2022	2023	2021	2022	2023	2021	2022	2023
	2021	2022	2023	2021	2022	2023									
Murder/Non-Negligent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses															
Rape	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Fondling	1	5	1	0	0	0	0	0	0	0	0	0	1	5	1
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	2	0	0	0	0	0	2	2	0	4	2
Aggravated Assault	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0
Burglary	1	1	2	1	3	6	0	0	0	0	0	0	2	4	8
Motor Vehicle Theft	0	0	0	0	2	1	0	0	0	0	0	0	0	2	1
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Dating Violence	2	0	1	1	0	0	0	0	0	0	0	0	3	0	1
Stalking	1	0	0	3	0	1	0	0	0	0	0	0	4	0	1
Totals by location	5	6	7	5	7	8	0	0	0	1	2	2	11	15	17

ARRESTS	On Campus Property						Noncampus Property			Public Property			Total by Crime		
	Residential Facility			Other Locations			2021	2022	2023	2021	2022	2023	2021	2022	2023
	2021	2022	2023	2021	2022	2023									
Weapon Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals by location	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DISCIPLINARY	On Campus Property						Noncampus Property			Public Property			Total by Crime		
	Residential Facility			Other Locations			2021	2022	2023	2021	2022	2023	2021	2022	2023
	2021	2022	2023	2021	2022	2023									
Weapon Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Violations	7	15	18	0	4	1	0	0	0	0	0	0	7	19	19
Liquor Violations	19	43	23	0	0	0	0	0	0	0	0	0	19	43	23
Totals by location	26	58	41	0	4	0	0	0	0	0	0	0	26	62	42

SUMMARY OF CRIME STATISTICS

	2021	2022	2023
Criminal Offenses	11	15	17
Arrests	0	0	0
Disciplinary Referrals	26	62	42
Totals	37	77	59

Hate Crimes University of Bridgeport – Bridgeport Campus

2024: There were no reported hate crimes for 2023.

2023: There were no reported hate crimes for 2022.

2022: There were 2 reported hate crimes for 2021.

1 Race, Simple Assault, Campus Property; Other

1 Sexual Orientation, Vandalism, Residential Facility

Unfounded Crimes

Sworn or commissioned law enforcement personnel may determine that the crime report is false or baseless and therefore “unfounded.” The University of Bridgeport Campus Security is comprised of non-sworn officers and therefore cannot declare crimes “unfounded”.

CRIMINAL OFFENSES UNIVERSITY OF BRIDGEPORT – WATERBURY CAMPUS

CRIMINAL OFFENSES	On Campus Property						Noncampus Property			Public Property			Total by Crime		
	Residential Facility			Other Locations			2021	2022	2023	2021	2022	2023	2021	2022	2023
	2021	2022	2023	2021	2022	2023									
Murder/Non-Negligent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses															
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence *	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence *	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking *	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals by location	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

ARRESTS	On Campus Property						Noncampus Property			Public Property			Total by Crime		
	Residential Facility			Other Locations			2021	2022	2023	2021	2022	2023	2021	2022	2023
	2021	2022	2023	2021	2022	2023									
Weapon Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals by location	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DISCIPLINARY REFERRALS	On Campus Property						Noncampus Property			Public Property			Total by Crime		
	Residential Facility			Other Locations			2021	2022	2023	2021	2022	2023	2021	2022	2023
	2021	2022	2023	2021	2022	2023									
Weapon Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals by location	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

SUMMARY OF CRIME STATISTICS

	Total by Crime		
	2021	2022	2023
Criminal Offenses	0	0	0
Arrests	0	0	0
Disciplinary Referrals	0	0	0
Totals	0	0	0

Hate Crimes University of Bridgeport – Waterbury Campus

There were no reported hate crimes for the years 2021, 2022, or 2023.

Unfounded Crimes

Sworn or commissioned law enforcement personnel may determine that the crime report is false or baseless and therefore “unfounded.” The University of Bridgeport Campus Security is comprised of non-sworn officers and therefore cannot declare crimes “unfounded”.

CAMPUS FIRE SAFETY ANNUAL COMPLIANCE REPORT

Overview

The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008, requiring all United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics. The following public disclosure report details all information required by this law as it relates to the University of Bridgeport. Fire is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

General Statement of College Owned/Controlled Student Housing

At the University of Bridgeport, all undergraduate resident dormitories located on the immediate campus property, have fully addressable panels with hard-wired smoke detectors and heat detectors, centrally monitored on campus. Fire alarm panels annunciate to the Campus Security Office.

Regarding the University Apartments, each individual unit/apartment or house has a local battery powered smoke detector. This also applies to the houses on campus. Both the apartments and houses do not have a centralized fire alarm system.

Fire Safety Plans

If a fire is discovered in any university building, students, faculty, staff, and visitors are encouraged to call the University of Bridgeport Campus Security Department, (203) 576-4911. The fire alarm emergency signal is a continuous sounding of the fire alarm. In case of a fire, each person in the residence hall or building should leave the building as quickly as possible, using available stairways and fire escapes. Each student, faculty staff or visitor should also leave room doors unlocked and close the door upon exiting their room. Students, faculty, staff, and visitors should walk quietly and quickly downstairs and stand in a designated area away from the building.

Campus Fire Emergencies

If a fire occurs in a campus building, everyone should quickly exit the building, using available stairways and fire escapes. The emergency signal for a fire is a continuous sounding alarm. After reaching safety call the Campus Security Department for assistance at (203) 576-4911 or ext. 4911 from a campus phone.

Building Fire Equipment

Mechanical problems with locks, doors, or other security or fire equipment should be reported to the Facilities Department or the Campus Security Department.

If you observe anyone maliciously pulling a fire alarm or discharging a fire extinguisher, contact the Campus Security Department.

Campus Security is responsible for maintaining fire extinguishers in all University buildings on campus. A contract company is utilized to annually inspect and certify all fire extinguishers, recharging and/or replacing units as required by the NFPA code.

Fire Safety Procedures

The act of discharging a fire extinguisher, lighting a fire, and misuse or tampering with the alarm or sprinkler systems is considered irresponsible behavior and endangers the lives of others and can result in immediate judicial or criminal action. The university reserves the right to pursue criminal charges through the appropriate authorities.

Misuse of fire safety equipment, including unnecessary discharge of fire extinguishers or intentionally setting off a false alarm will result in suspension to expulsion and restitution.

How to Report a Fire

If a burning odor or smoke is present, call the Campus Security Department Emergency Telephone and Campus Numbers:

From a campus phone: Ext. 4911
Cellphone or other landline: (203) 576-4911

Report the exact location of the fire and, if known, what is burning.

If a fire is detected, sound the building alarm by pulling an alarm station.

Campus Security Officers respond to fire alarms in all buildings. In addition to the response of Campus Security Officers, the local fire department responds to all audible fire alarms in all residential halls.

Fire Alarms

When a fire alarm sounds in a residence hall, all residents must evacuate the building immediately and completely. Evacuation is expected each and every time the fire alarm sounds. Failure to evacuate the building promptly during a fire alarm will result in possible disciplinary action. Please wait for Security to give the okay before reentering the building. In cases where it is determined that a false fire alarm has been triggered, each resident of that hall will be billed \$25.00 each time the intentional false fire alarm is caused unless Residential Life or Security staff is able to identify the individual perpetrator(s).

Fire Evacuation

Your cooperation in the following procedures may be important in saving your life and the lives of other residents of the community if a fire or similar disaster should occur. It is the responsibility of every resident to be familiar with these procedures and standards and to observe them fully.

When the alarm sounds, leave immediately.

If You Are in a Burning Building

- If there is smoke in the room, keep low to the floor.
- To report an emergency, call (203) 576-4911 or 911 from your cell phone or x4911 from any campus phone to report your location and the nature of the emergency.
- Stay calm and report the emergency accurately.
- If possible, put a wet towel over your mouth and nose.
- Before passing through any doors, feel the metal doorknob. If it is hot, do not open the door. Attempt to exit through a window if it is low enough to the ground.
- Open the window from the top, if possible, (to let out the smoke and the heat) and from the bottom (to let in fresh air).
- If you cannot exit out the window, hang something up in the window to attract the attention of the Fire Department, such as a pillowcase or shirt.

- If you can open the door, brace yourself against the door and open it slowly to make sure there is no heat or heavy smoke on the other side. If there is, then close the door again.
- If you can leave the room through the door, close it as you exit.
- Go to the nearest exit or stairs. **DO NOT USE THE ELEVATORS.**
- If it has not already been activated, activate the fire alarm system by pulling on the bar marked "PULL" or following the directions as stated on the alarm station.
- If the nearest exit is blocked by fire, heat, or smoke, go to an alternate exit.
- If all exits on the floor are blocked, go back to your room, close the door, open the window as described, wave something out the window, and shout for help.
- After evacuating the building, stand clear of it by crossing the street or evacuating to a **SAFE ZONE**. Allow the fire- fighters and fire-fighting equipment to maneuver around the building, as necessary.

Everyone must evacuate the building, including all employees, students, and visitors. Occupants of the building must exit according to predetermined escape routes. Diagrams of these escape routes are attached to the back of each residence hall door. Once outside the building, everyone must stand clear of the entrances. Return to the building is permitted only after the fire marshal evaluates the situation.

Policies Related to Fire Safety Measures

The use of appliances in students' rooms is limited. Therefore, only certain electric appliances are allowed in the residence halls including electrical hair removers, fans, Keurig, auto shutoff tea kettles, coffee makers, irons, radios, stereos, computers, TVs and lamps (Halogen, touchier type floor lamps are strictly prohibited). Small electrical appliances that generate heat such as hair dryers, curling irons, clothes irons, and the like are permitted, but need to be used properly and not left unattended. Students need to examine their own appliances periodically for faulty wiring. Because they are fire hazards, students are not permitted the use of broilers, toasters, hot plates, candles, halogen, touchier floor lamps, or other items specified by residence life staff. Use of such items will be subject to fine and removal. Air conditioners and space heaters are also prohibited due to their power loads and our concern for fire safety.

Due to fire safety concerns, candles, items with open flames and incense are not allowed within the residence halls.

Smoking in all residence halls and cafeterias is against Connecticut State law. Students in violation of this policy and State law will be fined and face disciplinary action. Smoking is also prohibited within 20 feet of the entrance to any campus building.

FIRE SAFETY TRAINING

University of Bridgeport Office of Residential Life Policy on Evacuation Drills

In accordance with state and local fire regulations, all residence halls will have a planned evacuation during each semester. It is crucial that residential students comply with the University Fire Safety Regulations, which are published in the Key to UB Student Handbook.

Frequency of Evacuation Drills

Evacuation Drills will be conducted at least once during each semester and will be conducted by the Security Department in conjunction with the Office of Housing and Residential Life and the Facilities Department.

ANNUAL RESIDENTIAL FACILITY FIRE REPORT – BRIDGEPORT CAMPUS

Fire is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Barnum Hall 150 Marina Park Circle	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

Chaffee Hall 411 University Avenue	2021	2022	2023
Total Fires	0	0	-
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in	-	-	-

Cooper Hall 400 Linden Avenue	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in	-	-	-
NOTE: Property sold July 1, 2021, but still housed students until Spring 2022			

Seaside Hall 174 Waldemere Avenue	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in	-	-	-

Seeley Hall 490 Waldemere Avenue	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

University Hall 40 Rennell Street	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

University Place Apartments 66 Rennell Street; 575A-D, 585A-D, 587A-D, 591A-D, 595A-D, 597A-D, 609A-D Atlantic Street	2021	2022	2023
Total Fires	1	0	0
Cause of Fire	Electrical	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	\$3,921	-	-

279/281 Atlantic Street	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

6/8 Warren Court	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

Stratford Hall, 276 Park Avenue	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

65/67 Myrtle	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

250 Myrtle	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

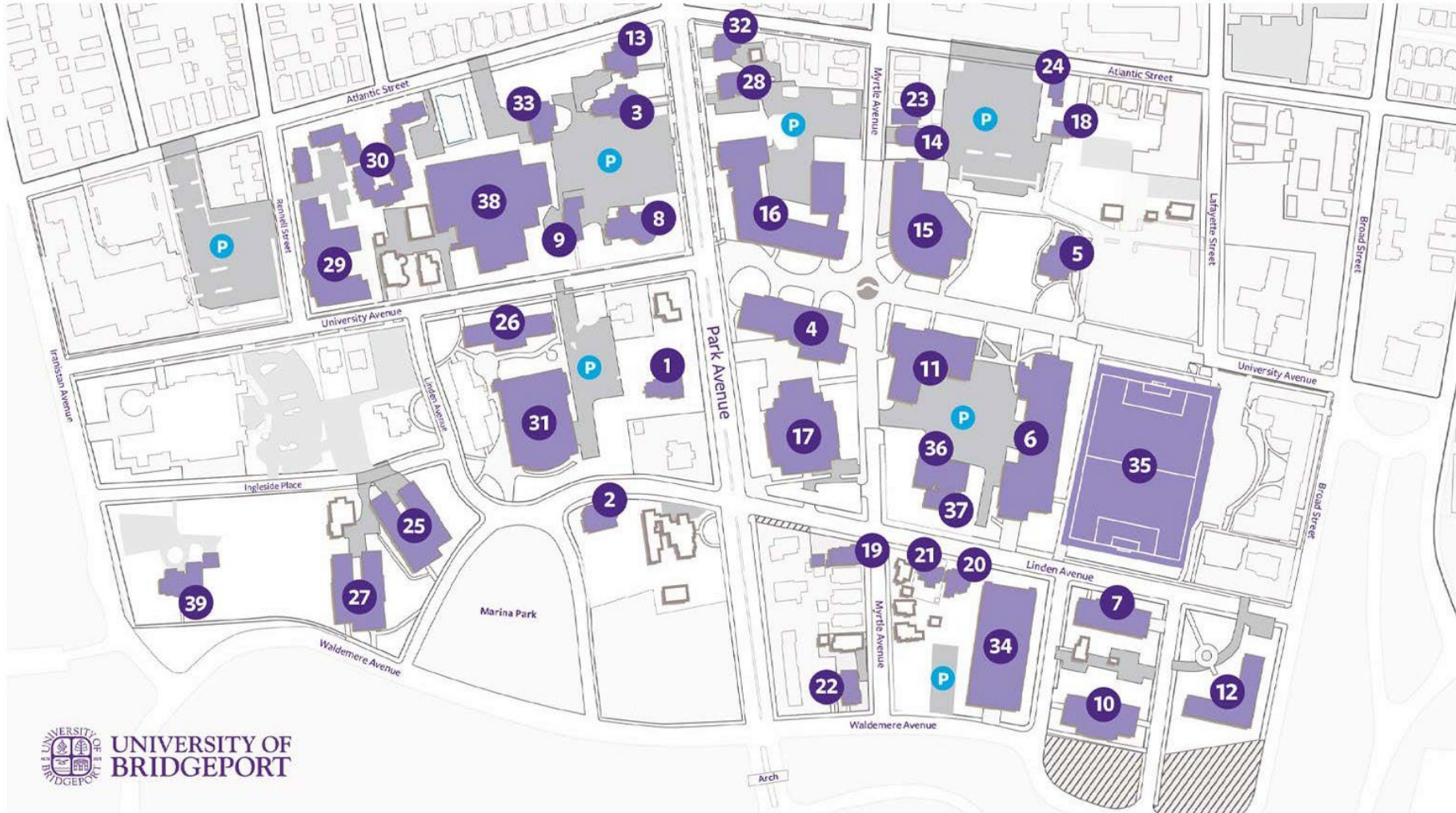
141 Linden Avenue	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

153 Linden Avenue	2021	2022	2023
Total Fires	0	0	0
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-

ANNUAL RESIDENTIAL FACILITY FIRE REPORT – WATERBURY CAMPUS

There are no residential facilities on the Waterbury Center.

	2021	2022	2023
Total Fires	N/A	N/A	N/A
Cause of Fire	-	-	-
Number of Injuries Requiring Treatment at a Medical Facility	-	-	-
Number of Deaths Related to the Fire	-	-	-
Value of Property Damage Caused by the Fire (in dollars)	-	-	-



Academic and Service Buildings

- Bates Hall
- 2 Bauer Hall Innovation Center
- 3 Bryant Hall
- 4 Carlson Hall
- 5 Carstensen Hall
- 6 Charles A. Dana Hall
- 7 Chiropractic School
- 8 Cortright Hall
- 9 Cortright Annex

- 10 Eleanor N. Dana Hall
- 11 Engineering - Technology Building
- 12 **Health Sciences Center**
 - Acupuncture Institute
 - Chiropractic Clinic
 - Dental Hygiene
 - School of Nursing
- 13 Howland Hall
- 14 IncUBator
- 15 **John J. Cox Student Center**
 - Bookstore

- 16 Mandeville Hall
- 17 **Wahlstrom Library**
 - Admissions
 - Administration
 - Bursar
 - International Student Affairs
 - Mail Center
 - Registrar and Financial Aid
 - The Heckman Center

Residence Halls

- 18 6/8 Warren Court
- 19 65/67 Myrtle Ave

- 20 141 Linden Ave
- 21 153 Linden Ave
- 22 174 Waldemere Ave
- 23 250 Myrtle Ave
- 24 279/281 Atlantic Street
- 25 Barnum Hall
- 26 Chaffee Hall
- 27 **Seeley Hall**
 - Residential Life
- 28 Stratford Hall
- 29 University Hall
- 30 University Place Apartments

Dining

- 31 Marina Dining Hall
- 15 The Knights End

Other Campus Facilities

- 32 296 Park Ave
- 33 Buildings & Grounds
- 34 Harvey Hubbell Gymnasium
- 35 Knights Field
- 36 Security
- 37 Milford Hall
- 38 Wheeler Recreation Center
- 39 Waldemere Hall