

**Trinity College:
Committed to Addressing
the Issue of Sexual Misconduct**

YOUR RIGHTS— YOUR OPTIONS

**SEXUAL VIOLENCE
SEXUAL HARASSMENT
DATING/DOMESTIC/
RELATIONSHIP
VIOLENCE
STALKING**



*Take Back the Night, April 2015,
sponsored by Students Encouraging
Consensual Sex (SECS)*

Trinity College
HARTFORD CONNECTICUT

**Trinity College's Policy on Sexual
Misconduct prohibits sexual discrimination
and harassment, including sexual violence,
intimate partner violence, domestic violence,
dating violence, stalking, and related retaliation.**

This booklet explains what rights and options are available if you or a friend is a victim of sexual misconduct, which includes sexual assault; rape; dating, domestic, or relationship violence; sexual harassment; and stalking. Victims can be male, female, and/or of any sexual orientation, gender identity and/or expression.

It explains the available on- and off-campus resources for support, offers guidance for understanding your rights and options, and explains the levels of confidentiality of campus staff, faculty, and certain student staff. The College will help and support you through any steps you decide to take while doing its best to protect your privacy.

To view the entire policy on sexual misconduct, please refer to the College's *Student Handbook* at www.trincoll.edu/SiteCollectionDocuments/StudentHandbook.pdf and the SART (Sexual Assault Response Team) website at www.trincoll.edu/cs/SART/Pages/Policy.aspx. The SART website also provides photos and contact information for the Title IX Coordinator, deans, Campus Safety, and SART members; a link to the Anonymous Reporting Form; information on alcohol and other drugs; prevention tips for all students; and bystander intervention guidelines.

The College's Title IX Coordinator is Venice Ross, who may be contacted by e-mail at titleixcoordinator@trincoll.edu or by phone at (860) 297-2072. The Title IX Coordinator is responsible for ensuring that Trinity establishes and follows a prompt, thorough, and equitable process for addressing allegations of sexual misconduct and discrimination or differential treatment based on sex. The Title IX Coordinator is responsible for providing leadership and centralized support for compliance with all requirements under Title IX of the Education Amendments Act of 1972 (Title IX), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Violence Against Women Act (VAWA), and other federal and state laws and regulations pertaining to sex discrimination, harassment, and sexual violence.

The College's Deputy Title IX Coordinators are:

- Kristen Noone, Assistant Athletic Director; kristen.noone@trincoll.edu, (860) 297-2059
- Wendy Vaillancourt, Associate Director of Human Resources; wendy.vaillancourt@trincoll.edu, (860) 297-2275
- Roberta Rogers, Senior Associate Director of Student Success; roberta.rogers@trincoll.edu, (860) 297-2150

WHAT ASSISTANCE IS AVAILABLE FOR VICTIMS?

Immediate Assistance

If you have been subject to an incident of sexual misconduct, you should seek immediate assistance as listed below:

- 1. Hartford Police Department: Emergency, call 911; non-emergency, call (860) 757-4000**
- 2. Trinity College Campus Safety: (860) 297-2222, 76 Vernon Street.** Campus Safety may, in turn, contact the Administrator-on-Call (AOC), a College administrator who is available 24/7. Campus Safety personnel and AOCs are considered Responsible Employees who are required to report incidents of sexual misconduct to the Title IX Coordinator. The AOC can assist the victim with contacting privileged and confidential campus resources.
- 3. Off-campus advocates available to you 24/7:**
 - a. Statewide Sexual Violence Hotline: (888) 999-5545**
 - b. Statewide Sexual Violence Spanish Hotline: (888) 568-8332**
 - c. Statewide Domestic Violence Hotline : (888) 774-2900**
 - d. Statewide Domestic Violence Spanish Hotline: (844) 831-9200**
- 4. Trinity College maintains a Sexual Assault Response Team (SART):**
www.trincoll.edu/cs/SART/Pages.Default.aspx
 - a. SART members offer support, guidance, referrals, information, and services.
 - b. Some SART members are Responsible Employees. Please see page 7 for a list of members and their confidentiality levels.
- 5. Employee Assistance Program, for faculty and staff:** www.HigherEdEAP.com or **(800) 225-2527**

Medical Care and Evidence Preservation

If you have experienced or are experiencing sexual misconduct, including domestic or dating violence, stalking, rape or sexual assault, or retaliation, you are *strongly* encouraged to immediately seek medical care or an exam at a local hospital emergency room or at the Trinity College Health Center. It is important for you to preserve all possible evidence in case you decide at some point to engage the legal process or to file a complaint with the College. If at all possible, you should refrain from changing clothes, showering, or changing your physical state after an incident until after consulting with medical personnel. We encourage you to also preserve physical evidence, documents, or electronic evidence such as texts, photos, social media posts, etc. You need to have a medical exam performed within 120 hours (five days) but are encouraged to have it done as soon as possible following the incident.

For evidence preservation through a medical exam (evidence collection kit) and for medical care, including treatment for injuries, preventative treatment for STIs, STI and drug testing (drugs that may have been slipped into your drink), pregnancy tests, and contraception, you can go to:

- 1. Hartford Hospital: Sexual Assault Nurse Examiner (SANE) available: 80 Seymour Street, Hartford: (860) 545-5000**
- 2. St. Francis Hospital, Hartford: SANE available: 114 Woodland Street: (860) 714-4000**
- 3. Hospital of Central Connecticut: SANE available: 100 Grand Street, New Britain: (860) 224-5011**

Campus Safety will facilitate transportation as needed: (860) 297-2222, 76 Vernon Street

The SANE program automatically contacts the YWCA Sexual Assault Crisis Services (SACS) to send a trained volunteer advocate to the Emergency Room. If you wish this advocate will stay with you through the emergency room waiting period and the medical exam, answering any questions you may have and acting as your advocate.

SART members may be available during business hours to accompany a person to the hospital or to the Trinity College Health Center (below).

4. Trinity College Health Center (860) 297-2018; Wheaton Hall, first floor

- The Health Center offers medical exams as well as emergency contraception and STI/drug testing. Toxicity tests, whether performed at the hospital or at the Health Center, need to be administered as soon after the incident as possible, preferably within 24-48 hours but up to 72 hours.
- Campus Safety also offers confidential toxicity tests.

WHAT ARE MY RIGHTS?

Confidentiality, Academic Accommodations, and Interim Measures

1. You have the right to request confidentiality.

You have the right to request confidentiality even if the person taking the report/disclosure is mandated to report a disclosure. If you make a disclosure or file a report and want to request confidentiality, you may do so in writing and submit it to and discuss it with the Title IX Coordinator. The Title IX Coordinator may consult an appropriate College officer to make a decision based on the available information.

2. You have the right to contact law enforcement.

You have the right to contact law enforcement – the Hartford Police Department or Campus Safety – at any time, as well as the right to decline to notify either department. The College will not contact the Hartford Police Department unless requested or unless a threat of imminent danger exists. For their contact information, please see page 7.

3. You have the right to notice of and access to available services: support services, information, referrals, medical assistance, and a sexual assault counselor or advocate.

Access to support services will be provided with assistance by the College, including advocacy, academic support, counseling, disability, health or mental health services, visa and immigration assistance, student financial aid services, and legal assistance both on and off campus, as applicable.

4. You have the right to accommodations regardless of whether you file a complaint with the College requesting an investigation, participate in an adjudication process, or file a criminal complaint.

- a. **No-contact orders** are measures that restrict encounters and communications between the parties. Information is also provided to you regarding your right to pursue a restraining or protective order from the court system.
- b. **Academic accommodations** are measures that include arranging for new housing or providing temporary housing options, as appropriate.
- c. **Transportation or working arrangements** may be changed or other employment accommodations made, as appropriate.
- d. **Residential accommodations** are measures that include arranging for new housing or providing temporary housing, as appropriate.

5. Assistance with reporting a crime to local law enforcement may be requested at any time by an individual involved in an incident of sexual misconduct. Such individuals may request orders of protection, restraining orders, or relief from abuse orders from courts of appropriate jurisdiction upon request. The College also will work to respect and implement the requirements of such orders on premises that it owns or controls, as necessary and appropriate.

6. You have the right to a fair and impartial internal disciplinary process.

- a. If you file a complaint with the College and ask that the incident/s be investigated, or if the College undertakes an investigation based on other circumstances, you have the right to a fair and impartial investigation.
- b. The Title IX Coordinator will ensure both the complainant and the respondent receive due process. Both parties are entitled to have an adviser of their choosing during any and all meetings related to the investigation. The adviser may be an attorney. The College will help either party, if requested, in the search for affordable counsel.
- c. The College officials who will conduct the investigation and who participate on the Administrative Panel will receive annual training to ensure due process, safety, and accountability.

DEFINITIONS

Definitions related to sexual misconduct, as listed in Trinity College's Interim Policy on Sexual Misconduct, include the following:

AFFIRMATIVE CONSENT

Affirmative consent means an active, clear, and voluntary agreement by a person to engage in sexual activity with another person. Affirmative consent is informed, freely and actively given, and communicated through mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. It is the responsibility of each person to ensure that he or she has the affirmative consent of all persons engaged in the sexual activity and that such consent is sustained throughout the sexual activity. Consent may never be given by minors, mentally disabled persons, those who are incapacitated, and those who are by law unable to give consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard or being asleep or unconscious.

Consent obtained by fraud or force (actual or implied) is not consent, whether that force is physical force, threats, intimidation, or verbal coercion. A lack of verbal or physical resistance alone does not meet the affirmative-consent standard and does not of itself indicate consent. Past consent on its own cannot be construed as current/future consent. Moreover, consent may be withdrawn at any time. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person. Consent to engage in one form of sexual activity does not imply consent to engage in other forms.

References to "consent" in this policy should be construed as meaning "affirmative consent."

Example: Alexa invites Omar over to her room to study. After studying, Omar asks Alexa if he can kiss her. Alexa answers yes. He asks if it's OK that he move his hand up her shirt, under her bra. She says yes. After some mutually enjoyable time, he asks her if he can get a condom. She says no. He doesn't, and they continue kissing.

SEXUAL HARASSMENT

The College prohibits its employees (including faculty and staff), agents, and students from engaging in sexual harassment. Any such person found responsible for sexual harassment is subject to College disciplinary action (up to and including dismissal) as well as personal legal liability. Sexual harassment, whether opposite or same sex, includes but is not limited to: unwelcome sexual advances, unwelcome requests for sexual favors, and other behavior of a sexual nature or based on a person's sex, whether it occurs on or off campus, when:

- Submission to such conduct is made a condition, explicit or implicit, of an individual's employment or educational opportunities (*quid pro quo*); or
- Submission to or rejection of such conduct is used as a factor in or basis for decisions affecting an individual's employment or educational opportunities (*quid pro quo*); or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or educational opportunities by creating an intimidating,

hostile, or offensive educational, living, or work environment.

A sex-based hostile environment is created by unwelcome conduct of a sexual nature or based on a person's sex that is subjectively and objectively offensive and that is pervasive, persistent, or severe.

Sexual harassment/quid pro quo example: Curt is a TA. His professor invites him to dinner at his house several times to discuss a rubric she would like his help designing. The professor has leaned against him several times in class and touched his hair when they were grading papers. Curt feels his professor may have alternative motives so he suggests they meet in her office instead. After Curt's fourth refusal to meet in her home, Curt's professor tells him she's considering replacing Curt. Curt continues to decline the invitations and is let go two weeks later.

Sexual harassment/hostile environment example: When Ann, a new employee, enters a back office, she is often met with unwelcome stares, sexual innuendos, sexual gestures, and off-color sexual jokes. A few co-workers text and e-mail unwanted pornographic images to her. These co-workers also leave notes in her mailbox saying women should only be seen and not heard, with pornographic notes requesting sex. Ann is unable to do her work but fears worse treatment if she reports the behavior.

SEXUAL ASSAULT

Sexual assault is any intentional sexual contact without consent, whether such contact directly touches skin or is through clothing. It includes any intentional sexual contact with the breasts, buttocks, groin, genitals, mouth, or other bodily orifice of another; or touching another with any of these body parts; or making another touch you or himself or herself with or on any of these body parts; or any intentional bodily contact of a sexual nature, whether or not it involves the previously mentioned body parts.

Example: As Katie walks to class one morning, her friend Lucy surprises her from behind and slaps her hard on her butt. At first, Katie is simply shocked and caught off guard. After seeing it's Lucy, however, Katie feels uneasy given some of the unwanted attention Lucy has been paying her over the past month.

RAPE

Rape is a form of sexual assault involving sexual penetration without consent. Rape is defined as: (a) any sexual penetration of the vagina or anus, however slight, with any object or body part without consent; or (b) any penetration of the mouth, however slight, by any sex organ or any object used in a sexual manner without consent.

Example: Amaya and Craig have been hitting it off all night. At around 2:30 a.m., Amaya tells Craig she's had enough to drink and is ready to head back to her apartment on Allen. Craig offers to walk her back, and she accepts. When they arrive at Amaya's apartment, she invites Craig in for a bit. Craig helps Amaya into bed, where they begin to kiss. Amaya says she's tired and wants him to leave. Craig says, "I walked you back, so now you owe me." He refuses to leave until she performs oral sex. She says no. He replies, "Do it. I'm not leaving." She is scared and wants him to leave. She complies against her will.

SEXUAL EXPLOITATION

Sexual exploitation occurs when a person takes sexual advantage of another person for the benefit of anyone other than that person without that person's consent. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Recording images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness without that person's consent;
- Distributing images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to such disclosure and objects to such disclosure; and,
- Viewing another person's sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without that person's consent, and for the purpose of arousing or gratifying sexual desire.

Example: Alex and Cassie have been hooking up for about a month. After going back to Alex's room after a party, they take pictures of each other in their bras, and then naked. Cassie asks Alex to delete the pictures but Alex refuses. Alex threatens to send pictures to Cassie's sister - who doesn't know Cassie is bi - if she tells anyone they have been hooking up.

INDUCING INCAPACITATION

Inducing incapacitation includes the provision of alcohol or drugs to an individual, with or without that individual's knowledge, for the purpose of causing impairment or intoxication or taking advantage of that individual's impairment or intoxication.

DOMESTIC VIOLENCE

Domestic violence is abusive behavior in any relationship that is used by one person to gain or maintain power and control over another person. It includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant (e.g., roommate), or person similarly situated under domestic or family violence law. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

Example: Luke and Tina have been together for almost a year. For the last two months, Luke has gone into fits of jealous rage every time Tina hangs out with her best friend, Jayden. During his most recent episode, Luke shoves Tina against the wall and threatens to leave her. He calls later to apologize and promises to never push her again.

DATING VIOLENCE

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Whether there was such a relationship will be determined by the length, type, and frequency of the interaction.

INTIMATE PARTNER VIOLENCE

Intimate partner violence means any physical or sexual harm against an individual by a current or former spouse of, or person in a dating relationship with, such individual that results from any action by such spouse or such person that may be classified as a sexual assault, stalking, or family violence.

STALKING

Stalking involves a course of conduct directed at a specific person that would cause a reasonable person to suffer substantial emotional distress or to fear for that person's own safety or that of another.

Example: Pete breaks up with his boyfriend, Jamie. For the next week, Jamie calls him hourly and sends threatening texts, saying he will out Pete to his friends and parents if he doesn't continue the relationship. He also threatens to harm Pete's dog. Pete is scared and confused.

ROMANTIC RELATIONSHIPS

Trinity College forbids romantic relationships between an employee (faculty or staff) and any student (including undergraduate, graduate, and IDP) for which that employee (faculty or staff) has responsibility by virtue of any professional supervisory obligations, including teaching, advising, departmental, committee, and coaching. Additionally, the College expects all supervisory staff (whether faculty or staff) and all faculty (whether supervisory or not) to avoid engaging in romantic relationships with individuals (whether students or employees) over whom they exercise or have the potential to exercise power. If an employee feels that such a relationship cannot be avoided, counsel should be sought from the appropriate College representative to ensure that necessary steps are taken to avoid potential conflict.

RETALIATION

Consistent with state and federal laws, Trinity College prohibits retaliation against a person for: reporting discrimination or harassment; filing a complaint of discrimination or harassment; or participating in the investigation or adjudication of such a complaint. Any person who retaliates against an individual reporting, filing, or participating in the investigation or adjudication of a complaint of discrimination or sexual misconduct is subject to disciplinary action up to and including expulsion or termination. Retaliation is prohibited even if the underlying complaint is eventually dismissed or is deemed to lack merit.

FALSE ACCUSATION

Intentionally false accusations will not be tolerated. Any person who brings an intentionally false claim of discrimination or harassment is subject to disciplinary action up to and including expulsion or termination, the same range applied to those who violate other provisions of the Interim Policy on Sexual Misconduct.

TO WHOM CAN I TALK?

REPORTING PROTOCOLS AND CONFIDENTIALITY LEVELS

Trinity College strongly encourages individuals to report incidents of sexual misconduct so that any victim of alleged sexual misconduct may gain access to available support and to allow the College to respond appropriately. The College will accept a report of sexual misconduct at any time but strongly encourages prompt reporting, as resolution options narrow over time, especially if the College no longer has disciplinary jurisdiction over the person accused.

The options of disclosing and reporting incidents of sexual misconduct are listed below, as well as Trinity employee confidentiality levels.

1. PROFESSIONAL COUNSELORS and DESIGNATED CHAPLAINS: Privileged Employees (PE)

- a. **Counseling Center** licensed staff or staff supervised by licensed psychologists
- b. **Spiritual and Religious Life** Designated Chaplains
- c. Designated Chaplains and Professional Counselors of the Counseling Center may not reveal anything that is told to them in confidence.
- d. See page 7 for names and contact information.

2. NON-LICENSED COUNSELORS and ADVOCATES: Confidential Employees (CE)

- a. **Women & Gender Resource Action Center (WGRAC):** Non-student staff
- b. **Health Center:** All staff
- c. Those designated as Confidential Employees (CEs) are required to report an incident disclosed or reported to them but without the name of Reporter – the person disclosing the incident – or the alleged offender, unless there is imminent danger to the Reporter or the campus.
- d. Before reporting an incident to the Title IX Coordinator and Campus Safety Director, these employees will first consult with the Reporter to ensure that the general report does not contain any personally identifying details.
- e. See page 7 for names and contact information.

Note: When required by law or by court order, or when required to avert a serious threat of danger to a person or property, the Confidential Employees listed above may reveal confidential information, including name/s. Connecticut state law specifically requires the College to report incidents to law enforcement or appropriate state officials when a victim is under 18 or has an intellectual disability.

3. ALL OTHER STAFF, FACULTY, and RAs: Responsible Employees (RE)

- a. **All College employees, other than those listed above and including Resident Assistants (RAs),** are required to report incidents with all known information, including names, to the Title IX Coordinator and the Director of Campus Safety.
- b. A disclosure to a Responsible Employee constitutes a report to the College and obligates the College to take immediate and appropriate steps to investigate the report, to resolve the matter promptly and equitably, and remedy the effects of the reported sexual misconduct.
- c. Requests for Confidentiality:
 - i. When you disclose or report an incident, you may request that the information be kept confidential or request that the College not take action on the report. This request needs to be made in writing to the Title IX Coordinator. The RE is still required to report the same information to the Title IX Coordinator but will include the request to maintain confidentiality. The College will honor such a request unless the College is legally compelled not to do so. In evaluating the request for confidentiality, the Title IX Coordinator may consult with other College officials or law enforcement agencies, as appropriate, and will consider a range of factors, such as:
 1. whether it is likely that the person accused of sexual misconduct will commit additional acts of sexual or other misconduct, which will be informed by additional factors, such as:
 - a. whether there have been other sexual misconduct complaints about the same person;

- b. whether the person accused of sexual misconduct has a history of arrests or records indicating a history of violence;
- c. whether the person accused of sexual misconduct threatened further sexual misconduct or other violence against the victim of the alleged sexual misconduct or others;
- d. whether the alleged sexual misconduct was committed by multiple perpetrators;
- e. whether the alleged misconduct involved use of a weapon;
- f. whether the victim of alleged sexual misconduct is a minor;
- g. whether the College possesses other means to obtain relevant evidence of the alleged sexual misconduct (e.g., security cameras, information known to College personnel, or physical evidence); and
- h. whether the report of sexual misconduct reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

If the College determines that it cannot honor a request for confidentiality, the College will inform a victim of alleged sexual misconduct prior to starting an investigation and will, to the extent possible, only share information with College officials with a need to know.

4. ANONYMOUS REPORTING

a. You can report anonymously using an online form accessible from these websites:

- i. Campus Safety: www.trincoll.edu/cs/Pages/Default.aspx; click on “Anonymous Reporting”
- ii. SART: www.trincoll.edu/cs/SART/Pages/Default.aspx; click on “Anonymous Reporting”

b. The form is sent to the Campus Safety Director and the Title IX Coordinator.

c. If the form includes personally identifying information, it may serve as notice to the College for the purpose of initiating an investigation and/or timely warning notice to the College community to alert the community to a perceived serious or ongoing public safety threat.

5. OFF-CAMPUS RESOURCES: PRIVILEGED COMMUNICATION

a. Off-campus advocates/certified counselors will generally maintain confidentiality and not share information with the College unless the victim requests the disclosure and signs a consent or waiver form.

- Statewide Sexual Violence 24-Hour Toll-Free Hotline: (888) 999-5545
- Statewide Sexual Violence 24-Hour Toll-Free Spanish Hotline: (888) 568-8332
- Statewide Domestic Violence 24-Hour Toll-Free Hotline: (888) 774-2900
- Statewide Domestic Violence Spanish Hotline: (844) 831-9200

RESOURCES BY LOCATION AND CONFIDENTIALITY LEVEL

RE – Responsible Employee
PE – Privileged Employee
CE – Confidential Employee
(see page 5 for descriptions)

On-Campus Resources

Sexual Assault Response Team (SART)

Campus Safety - RE

(860) 297-2222, 76 Vernon Street
Brian Heavren, Director: (860) 297-2279
George Marshall (860) 297-2054
Ramon Rosario, Lieutenant: (860) 297-2111
Martin Torres, Officer: (860) 297-2222

Counseling Center - PE

(860) 297-2415, 135 Allen Place
Randy Lee, Ph.D., Director
Kristine Kennen, Ph.D., Assistant Director
Kathryne Marinchak, Psy.D.
Kelly Copeland, Psy.D
T'Kai Howard, LCSW

Women & Gender Resource Action Center (WGRAC) - CE

Mather Hall, second floor
Laura Lockwood, Director and SART Coordinator,
(860) 297-2408
Monique Daley, Training and Program Coordinator,
(860) 297-4131

Health Center - CE

(860) 297-2018, Wheaton Hall, first floor
Martha Burke O'Brien, Director

Spiritual and Religious Life - PE

The Reverend Allison Read, College Chaplain,
(860) 297-2013, cell: (860) 993-3566
The Reverend Ryan Lerner, Roman Catholic
Priest Associate, (860) 297-5356

Trinity College Hillel - RE

(860) 297-4195, 74 Vernon Street
Lisa Kassow, Director

Dean of Students Office - RE

(860) 297-2156, Hamlin/Cook
Joe DiChristina, Dean of Campus Life and
Vice President for Student Affairs
Ann Reuman, Sr. Associate Dean of Students
Robert Lukaskiewicz, Associate Dean of Students
John Selders, Assistant Dean of Students
Jody Goodman, Assistant Dean of Students

Nikia Bryant, Director, S.A.I.L.
Romulus Perez, Assistant Director, S.A.I.L.
Kathryn Wojcik, Dir of Campus Life Initiatives & Social Houses

Transition Fellows- RE

Emily Dowden: (860) 297-5163
Sheila Njau: (617) 945-6206
Tim Hobart: (413) 301-2589
Maria Dyane: (860) 297-5162
Thalia Giraldo: (860) 297-5162

Office of Multicultural Affairs - RE

(860) 297-2562, Hamlin/Cook, second floor
Anita Davis, Vice President for Diversity, Equity & Inclusion
Patti Maisch, Program Coordinator, Multicultural Affairs

Athletics - RE

(860) 297-5279
Lori Shulman, Coach

Queer Resource Center - RE

(860) 987-6273, 114 Crescent Street
Carrie Robinson, Director

Office of Residential Life - RE

(860) 297-2305, Hamlin Hall
All Resident Assistants (RAs)
Joel Copperthite, Area Coordinator
Meredith Friedman, Area Coordinator
Daniel Levy, Area Coordinator

Hartford Area Resources

Hartford Police Department: Emergency, 911; non-emergency, (860) 757-4000

YWCA of New Britain/Hartford Sexual Assault Crisis Services (SACS): (860) 225-4681, x211

YWCA SACS provides immediate counseling/advocacy services to victims of all types of sexual abuse. Assistance is provided to both women and men. All services are free and confidential. Hospital accompaniment is available.

- State Sexual Violence 24-Hour Toll-Free Hotline: (888) 999-5545
- State Sexual Violence 24-Hour Toll-Free Spanish Hotline: (888) 568-8332
- Domestic Violence 24-Hour Toll-Free Hotline: (888) 774-2900
- Statewide Domestic Violence Spanish Hotline: (844) 831-9200

Other Resources

The United States Department of Education's Office for Civil Rights ("OCR") is responsible for enforcing Title IX, as well as other federal civil rights laws that prohibit discrimination in programs or activities that receive federal financial aid. Inquiries and complaints may also be directed to OCR at (800) 421-3481 or ocr@ed.gov.

Do You Identify as Male, a Person of Color, or LGBTQ+?

All the services and resources listed in this booklet are inclusive of everyone, including secondary survivors (friends/boyfriends/girlfriends) of survivors. Because the incidence rate of sexual assault for those who identify as persons of color and LGBTQ+ tend to be higher, and reporting rates lower, than for other populations we list some resources below specific to these groups. Those who are male-identified tend to also report less often, due to stigma and stereotypes. When oppressions of racism, heterosexism, sexism and homophobia intersect the likelihood of experiencing a sexual assault may increase. Survivors of color may face a lack of culturally appropriate services. Students who feel more comfortable talking to a man, a queer-identified staff person, or, to someone who shares their language of origin may think twice before reporting or seeking help.

You are not alone

- At least 1 in 6 men have been sexually abused or assaulted.
- Of women who are raped in their lifetime: 17.9% are Caucasian, 11.9% are Latina, 18.8% are African-American, 34.1% are American Indian or Alaskan Native, and 6.8% are Asian or Pacific Islander. 24.4% are mixed race. 40% of Black women report coercive sexual contact by age 18.
- People with disabilities are twice as likely to be sexually assaulted or abused.
<https://sapac.umich.edu/article/56>
- 40% of gay men and 47% of bisexual men experience domestic or sexual violence, twice that of straight-identified men. Lesbians and bisexual women experience rates 10-20% higher than straight-identified women.
- *Sources:* 1in6; 2010 CDC report; 2007 US Bureau of Justice Stats; US Bureau of Justice, Dept. of HHS, National Sexual Violence Resource Center

SERVICES & RESOURCES: LOCAL/STATE

Connecticut Alliance to End Sexual Violence (The Alliance) <https://endsexualviolencect.org/>

- The Alliance is a statewide coalition of sexual assault centers that works to end sexual violence and ensure high quality, culturally competent services. *Statewide free hotlines listed on Page 1.*

Hartford Gay and Lesbian Health Center: <http://www.hglhc.org>.

- Provides medical services, support and advocacy for persons of all gender identities and sexual orientations. Located three blocks from Trinity, 1841 Broad Street.

ON-LINE, REGIONAL, NATIONAL

RAINN (Rape, Abuse, and Incest National Network): <https://www.rainn.org>

- Provides free and anonymous [online support group](#) for men who have experienced sexual assault in adulthood. Thursdays, 4:00pm-5:30pm Pacific Time.
- Two groups weekly for men who experienced childhood sexual abuse: Mondays 7:00pm-8:30pm Pacific Time, and Wednesdays 5pm-6:30pm Pacific Time.

+1 in 6: <https://www.1in6.org>

- 1in6.org/Support Groups: An online support group for partners of men who have experienced sexual abuse or assault. Free, anonymous, counselor facilitated. Tuesdays, 5:00pm-6:30pm Pacific Time

The Network/La Red: <https://www.tnlr.org> (English and Spanish)

- A survivor-led, social justice organization in Boston that works to end partner abuse in LGBTQ, BDSM, polyamorous and queer communities.

NYC Anti-Violence Project (AVP): <https://wvp.org>

- Supports LGBTQ survivors through counseling and advocacy.

Black Women's Rape Action Project: <https://womenagainsttrape.net>

- Provides support, legal info, and advocacy for women and girls.

Additional local and national resources are located on the Connecticut Alliance to End Sexual Violence's web site:
<https://endsexualviolencect.org/>

BYSTANDER INTERVENTION AND SEXUAL ASSAULT PREVENTION

Everyone at Trinity has a role to play in preventing sexual misconduct and stalking. Bystander intervention is the most effective means of preventing an incident of sexual assault on campus.

Bystander intervention involves developing the awareness, skills, and courage needed to intervene in a situation when another individual needs help. Bystander intervention allows individuals to send powerful messages about what is acceptable and expected behavior in our community.

When are you more likely to intervene?

- You are alone in witnessing the situation or with only a few others: the more people present, the lesser the likelihood of a bystander intervening, i.e. someone else will do it.
- You know how to intervene or what to do.
- You are aware there is a problem and recognize the potential negative impact.
- You have something in common with the potential victim: gender, age, ethnicity, or a similar situation has happened to you.
- You can intervene safely, without harm to yourself or others.
- You have witnessed active bystander intervention behavior in the past or were helped by an active bystander.

Questions to ask during the situation:

- What are my available options?
- How can I intervene safely?
- Are there others I can call upon for help?
- What are the benefits/costs of taking action?

Tips and ABCs:

- Intervene at the earliest point possible.
- Look for early warning signs of trouble.
- Intervening does not necessarily mean confronting.
- Ask for help.
- **A**ssess for safety. **B**e with others. **C**are for the potential victim.

How do I intervene safely?

- The 3 D's:
 - **Direct**
 - **Distract**
 - **Delegate**

Definitions and examples:

- **Direct: Tell someone directly to halt an action.**

"Don't leave (the party) with her. She can't stand up. My friends and I will walk her back to her room."

"Stop hitting him. Now."

"Stop disrespecting her. That's harassment."

- **Distract: Take someone out of the situation. Engage the person in another situation.**

"Don't I know you from psych class? Can we talk about that exam?"

"Isn't that Rihanna playing? Let's go dance!"

"My car is out back. Can I give you a ride home?"

- **Delegate: Find others to intervene with you or for you.**

Talk to the social host or bartender and enlist his or her help.

Find friends of those involved in the situation, and ask them for their help.

Call Campus Safety for their help or to notify the Administrator-on-Call (AOC).

Call the Hartford Police Department if the situation merits.

Take individual responsibility:

- Get consent for every step of a sexual interaction.
- Take care of yourself as well as others.
- Keep an eye out for your friends.
- Respect yourself and your body.
- Drink responsibly. Know your limits. Drinking increases aggression, decreases comprehension, and decreases inhibition. It decreases enjoyable sex. It increases the likelihood of nonconsensual sex or rape.
- Speak up and step in safely if the actions or words of a friend, teammate, or Greek brother or sister are harmful.
- Don't blame or shame victims – it is never their fault.



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