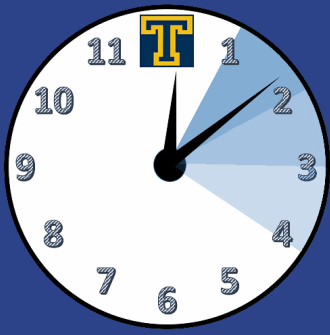


NONEXEMPT STAFF NEWSLETTER

The NonExempt Staff Council of Trinity College



ELECTION DAY PRESIDENT'S DISCRETIONARY DAY

VOTE! On Monday October 5th President Berger-Sweeney sent an email to all staff and faculty announcing Tuesday November 3rd a Presidential Discretionary Day. We encourage everyone to use this day to vote – whether in-person or through mail-in ballot. Check out the TrinVotes webpage to learn more about voter registration and awareness resources available to the Trinity community.

<https://www.trincoll.edu/president/trinvotes/>



ARTICLES INSIDE THIS ISSUE:

- Election Day President's Discretionary Day
- Trinity's Non-Discrimination Policy
- SINA-Southside Institutions Neighborhood Alliance
- Mental health support options

TRINITY'S NON-DISCRIMINATION POLICY

The College is in need of non-exempt staff volunteers to be a part of a working group to finalize a unified set of procedures for the investigation and adjudication of claims filed under Trinity's Non-Discrimination Policy. If you are interested in serving on the Non-Discrimination Procedures Working Group, please email Nancy Fleming or Dickens Mathieu. <https://www.trincoll.edu/incident-response-team/policies/>

Recently a Zoom conference was held on the revisions to the Non-Discrimination Policy and Procedures. It began by a review of the historical context of Title Nine policy that came into being in 1972 and the many subsequent changes through the years. The conference then shifted into a Q&A session about the proposed changes and concerns.

It was discussed that this is not a change that we chose as a college, but rather one that was dictated to us. One of the most noted changes; It only covers activities which occur on campus or during an official Student Activity off campus. Other questions that were raised were: funding for students who might require attorneys as a result of the new regulations, the issue of double jeopardy, and the limitations there are on resources available to students if they are required to go through this process. It was clear to the members of the committee that more work and revisions will be needed.

SINA–SOUTHSIDE INSTITUTIONS NEIGHBORHOOD ALLIANCE

SINA – what is it? What can we do? Who do we contact? The Southside Institutions Neighborhood Alliance is a partnership between Trinity College, Hartford Hospital, and the Connecticut Children’s Medical Center that works to improve the quality of life in the neighborhoods of South-Central Hartford. Since 1978 the organization has facilitated the construction or rehab of the Learning Corridor, El Mercado shopping plaza, and over 200 units of housing, including 80 homeownership units. In addition to home construction, SINA connects residents with jobs, distributes scholarships and service awards, and coordinates community projects such as clean ups, murals, and community gardens.

Relevant resources:

Homeownership Incentive Program (HIP) administered by HR departments of the three SINA institutions. Employees in good standing can apply for a limited number of HIP slots. If approved, they will receive \$10,000 towards the purchase of a home in the south end of Hartford. For more information visit <https://sinainc.org/hip/>.

Get involved by participating in on-going projects such as community garden build days and clean ups. If you are interested in becoming involved with SINA, you can contact Logan Singerman at lsingerman@sinainc.org or call him at (860)929-6039.

MENTAL HEALTH SUPPORT OPTIONS

Mental health support options are available to staff through the Employee Assistance Program (EAP). Higher Education EAP is tailored for employees who work in higher education and their unique needs. Staff have access to counseling services, assistance for personal, financial and legal issues, a large collection of self-help tools, and many other resources. Learn more about all the resources available to you during the pandemic through the Employee Assistance Group. You can also explore more about this program here: <https://www.theeap.com/higher-education-eap>

Counseling Center (available to staff due to COVID): The Trinity College Counseling Center is available to employees during the COVID-19 pandemic. You can call (860)297-2415 to schedule an appointment. You can also visit their webpage for additional resources that may be helpful during this time. <https://www.trincoll.edu/StudentLife/HealthWellness/counseling/>

Religious leaders on campus: The religious and spiritual leaders on campus are here to provide support to our faculty and staff. They are here to serve both their own traditions and join together to address common goals, values and concerns affecting our entire campus community and beyond. You can learn more about them here: <https://www.trincoll.edu/spiritualandreligiouslife/>.

Staff Ombuds: The Ombudspersons are available to staff as a confidential resource for addressing and/or resolving workplace or employment-related issues and/or conflicts. Especially during this time, staff are encouraged to contact the ombudsperson to voice concerns about the workplace during COVID-19. You can contact them at staffombudsperson@trincoll.edu or (860)297-4044

