

Trinity College:
Committed to Addressing
the Issue of Sex Discrimination and Sex-Based Harassment

Your Rights, Your Options

A Guide for Victims, Survivors, and Accused Persons

SEX DISCRIMINATION

SEX-BASED HARASSMENT

SEXUAL ASSAULT

DATING VIOLENCE

DOMESTIC VIOLENCE

STALKING

RETALIATION

October 2024

Your Rights, Your Options

A Guide for Victims, Survivors, and Accused Persons

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Trinity College's Policy on Sex Discrimination & other applicable policies prohibit sex discrimination and sex-based harassment, including sexual assault, domestic violence, dating violence, stalking, and retaliation.

INTRODUCTION

This booklet explains what rights and options are available if you or a friend experience or is accused of sex discrimination, which includes sex-based harassment, sexual assault, dating violence, domestic violence, stalking and retaliation. All services and resources listed in this booklet are for everyone, including victims and survivors, accused persons, and secondary survivors (friends/boyfriends/girlfriends/family/partners of survivors). Because the incidence rate of sexual assault for those who identify as persons of color and LGBTQ+ tends to be higher, and reporting rates lower, than for other populations, some resources listed in this booklet are specific to these groups.

This booklet also shares 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 Trinity's Policy on Sex Discrimination, please visit the Office of Title IX's website at www.trincoll.edu/Title-IX/. In addition, this site provides the Title IX Coordinator's contact information and the Sex Discrimination and Sex-Based Harassment Report Form.

The college's Interim Title IX Coordinator is Adrienne Martinez, who may be contacted by email at titleixcoordinator@trincoll.edu, or by phone at 860-297-2688.

- The Title IX Coordinator is responsible for ensuring that Trinity establishes and follows an objective prompt, thorough, and equitable process for addressing allegations of sex discrimination and sex-based harassment or differential treatment based on sex. The Title IX Coordinator is not an advocate for individuals, but rather an objective third-party that administers a range of resolution processes. The Title IX Coordinator can implement supportive measures regardless of whether an individual chooses to partake in a resolution process or not.
- The Title IX Coordinator is responsible for providing leadership, neutrality, 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 sexual discrimination, harassment, and sexual violence.

WHAT ASSISTANCE IS AVAILABLE?

Immediate and Ongoing Assistance

If you have experienced an incident of sex discrimination or sex-based harassment, you are strongly recommended to 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 that may fall under the Policy on Sex Discrimination to the Title IX Coordinator. The AOC can assist the individual with contacting Privileged and Confidential campus resources.

3. YWCA New Britain Sexual Assault Crisis Services (SACS)

a. Local New Britain: 860-505-0469

b. Local Hartford: 860-547-1022

4. Interval House

a. 24-Hour Hotline: 860-838-8467

b. 24-Hour Spanish Hotline: 844-831-9200

c. Text: 888-774-2900

5. RAINN Online Network

a. National Sexual Assault Hotline: 800-656-HOPE (4673)

b. <https://hotline.rainn.org/online> for online chat services

6. Off-campus advocates available to victims, survivors, secondary survivors 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

e. National Domestic Violence Hotline: 800-799-7233 (multiple languages offered)

If you have experienced an incident of sex-based harassment, you are strongly encouraged to seek ongoing assistance from any and all of the below:

1. Office of Title IX

Adrienne Martinez, Interim Title IX Coordinator

TitleIXCoordinator@trincoll.edu

Mather 208, 860-297-2688

2. Women & Gender Resource Action Center (WGRAC)

Laura Lockwood, Director of WGRAC

Laura.Lockwood@trincoll.edu

Mather Hall, Room 216

3. Student Accessibility Resource Center (SARC)

Dr. Pamela McKeever, Director of SARC and Assistant Director of Student Life

Pamela.Mckeever@trincoll.edu

Library A78, A78A, & 79, 860-297-4025

4. 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 sex-based harassment, including sexual assault, domestic violence dating violence, stalking, or retaliation, you are strongly encouraged to immediately seek medical care. You may request a sexual assault forensic exam (also known as “SANE” or “rape kit” exams) at a local hospital emergency room. You may seek medical care 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 (including filing a criminal complaint, civil action, and/or protective order) or to file a complaint with the college. If at all possible, you should refrain from changing clothes, showering, or changing your physical state until after consulting with medical personnel. If you believe you were drugged, a toxicity test needs to occur within 72 hours of the incident, preferably within 24–48 hours. Toxicity tests are available at the hospitals listed below as part of the forensics exam, and at the Trinity College Health Center. Medical exams and sexual assault forensic exams should occur within 120 hours (five days) of the incident, for efficacy purposes.

For more information about sexual assault forensic exams: www.rainn.org/Articles/Rape-Kit/.

For evidence preservation through a sexual assault forensic exam 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. Saint Francis Hospital, Hartford: SANE available: 114 Woodland Street, Hartford; 860-714-4000**
- 3. Hospital of Central Connecticut, New Britain: SANE available: 100 Grand Street, New Britain; 860-224-5011**

Campus Safety will facilitate transportation if desired and as needed: 76 Vernon Street; 860-297-2222

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.

- 4. Trinity College Health Center: Trinity Hall, first floor; 860-297-2018. Hours: 8:30 a.m.–5:00 p.m. M–F**

For after-hours care, contact Hartford HealthCare-GoHealth Urgent Care: 860-317-9787

- The Health Center offers medical exams, emergency contraception, tests for STIs, and drugs (toxicity tests; see above).

WHAT ARE MY TITLE IX RIGHTS?

Confidentiality and Supportive 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 by email and submit it to discuss with the Title IX Coordinator. The Title IX Coordinator may consult an appropriate college officer to make a decision based on the available information. Appropriate college officials could include the director of Campus Safety, a dean in the Dean of Students Office, and the Assistant Vice President for Diversity, Equity, Inclusion and Compliance.

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, the individual is a minor, or unless a threat of imminent danger exists. For contact information, please see page 4.

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. Please see pages 10-13.

4. You have the right to supportive measures regardless of whether you file a formal complaint with the college requesting an investigation, participate in an adjudication process, or file a criminal complaint. Requests for supportive measures are made to the Title IX Coordinator. Supportive measures may include, but are not limited to, the following:

- a. **Mutual No-contact orders** issued by the college that restrict encounters and communications between the parties. For the full definition, see pages 43-44 of the [Policy on Sex Discrimination](http://www.trincoll.edu/Trinity-College-Policy-on-Sexual-Harassment/) (www.trincoll.edu/Trinity-College-Policy-on-Sexual-Harassment/).
- b. **Academic Supportive Measures** include deadline extensions, incompletes, course changes or late drops, or other arrangements as appropriate.
- c. **Residential Supportive Measures** include arranging for new housing or providing temporary housing options, as appropriate.
- d. **Transportation or working arrangements** may be changed or other employment accommodations made, 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 sex-based harassment.

Such individuals may request orders of protection, restraining orders, or relief from abuse orders from courts of appropriate jurisdiction. 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 resolution process.

- a. If you file a report or 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 all parties to a complaint, including all complainants and respondents, receive due process (i.e., fair and equitable treatment). Complainants and respondents 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, obtain an adviser.
- c. The college officials involved in the investigation and resolution of a report or complaint, including those who participate on the administrative panel for making determinations of responsibility in formal resolutions, will receive at least annual training to ensure due process, safety, and accountability. Please see the [Policy on Sex Discrimination](http://www.trincoll.edu/Trinity-College-Policy-on-Sexual-Harassment/) for more information.

DEFINITIONS

Definitions related to sex discrimination and sex-based harassment, as provided in Trinity College's Policy on Sex Discrimination, include the following:

SEX DISCRIMINATION

Discrimination means treating an individual or a group of individuals differently because of their perceived sex, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, with the purpose or effect of depriving such individuals of equal access to or opportunity in employment or education. Discrimination may occur between parties of equal or unequal authority, whether students, faculty, or staff.

SEX-BASED HARASSMENT

"Sex-based harassment" is defined in two categories: (1) quid pro quo harassment; and (2) hostile environment harassment.

Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex that meets any of the below definitions. Sex-based harassment can occur between persons of equal power status (e.g., student to student, staff to staff) or between persons of unequal power status (e.g., faculty member to student, coach to student-athlete). Although sex-based harassment often occurs in the context of the misuse of power by the individual with the greater power, a person who may in fact have less or equal power in a relationship also can commit sex-based harassment. Sex-based harassment can be committed by (or against) an individual or by (or against) an organization or group. Sex-based harassment can be committed by an acquaintance, a stranger, or people who have shared an intimate or sexual relationship. Sex-based harassment can occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.

Quid Pro Quo Sexual Harassment

Quid pro quo sexual harassment occurs when an employee, agent, or other person authorized by the College to provide an aid, benefit, or service under the College's education program or activity explicitly or impliedly conditions the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct. Such prohibited conduct could occur in the hiring, compensation, or advancement of an employee or the admission, grading, or research opportunities for a student, for example.

In some cases, quid pro quo sexual harassment is obvious and may involve an overt action, threat, or reprisal. In other instances, it is subtle and indirect, with a coercive aspect that is unstated. Examples of behavior that might be considered quid pro quo sexual harassment include, but are not limited to:

Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances.

Use of a position of power or authority to: (a) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (b) promise rewards in return for sexual favors.

Example: Curt is a TA. His professor invites him to dinner at her 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.

Hostile Environment Harassment

Hostile environment harassment is unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and

objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the College's education program or activity. The College considers a variety of factors related to the offensiveness, pervasiveness, and severity of the unwelcome sex-based conduct, including: (1) the degree to which the conduct affected the complainant's ability to access the College's education program or activity; (2) the type, frequency, and duration of the conduct (e.g., one stray remark will not be considered pervasive, whereas conduct that is widespread, openly practiced, or well-known to students and employees will likely be considered pervasive); (3) the parties' ages, roles within the College's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct; and (4) the location of the conduct and the context in which it occurred. Examples of behavior that might be considered hostile environment sexual harassment include, but are not limited to:

- Unwanted sexual innuendo, propositions, sexual attention, or suggestive comments and gestures; inappropriate humor about sex or gender-specific traits; sexual slurs or derogatory language directed at another person's sexuality, gender, gender identity, sexual orientation, or gender expression; insults and threats based on sex, gender, gender identity, sexual orientation, or gender expression; and other oral, written, or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome.
- Written graffiti or the display or distribution of sexually explicit drawings, pictures, or written materials; sexually charged name-calling; or the circulation, display, or creation of emails, text messages, or websites of a sexual nature.
- Display, presentation, or circulation of materials or pictures degrading to an individual or gender group where such display is not directly related to academic freedom or to an educational/pedagogical, artistic, or work purpose. See Faculty Manual, Appendix B1, regarding academic freedom.
- Unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or brushing against an individual's body.
- Use of a position of power or authority to: (1) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (2) promise rewards in return for sexual favors.
- Acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex stereotyping.
- Sexual exploitation—taking 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 or viewing, recording, or distributing another person's sexual activity, intimate body parts, or the person in a state of undress, without their knowledge and consent.

Example: When Ann, a new employee, enters a back office, she often is met with unwelcome stares, sexual innuendos, sexual gestures, and off-color sexual jokes. A few co-workers text and email 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 having or attempting to have sexual contact with another individual without consent or where the individual cannot consent because of age or temporary or permanent mental incapacity (see below for definitions of consent and incapacitation). Sexual Contact includes:

- Sexual intercourse (anal, oral, or vaginal), including penetration with a body part (e.g., penis, finger, hand, or tongue) or an object or requiring another to penetrate themselves with a body part or an object, however slight;
- Sexual touching of the private body parts, including, but not limited to, contact with the breasts, buttocks, groin, genitals, or other intimate part of an individual's body for the purpose of sexual gratification; or
- Attempts to commit sexual assault.

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.

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.

DATING VIOLENCE

Dating violence includes any act of violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and
- Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship;
 - The type of relationship; and
 - The frequency of interaction between the persons involved in the relationship

DOMESTIC VIOLENCE

Domestic violence includes conduct that would constitute a felony or misdemeanor crime committed by a current or former spouse or intimate partner of the Complainant; by a person with whom the Complainant shares a child in common; by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner; by a person similarly situated to a spouse of the Complainant under Connecticut state law; or by any other person against an adult or minor Complainant who is protected from that person's acts under Connecticut state law.

Example: Luke and Tina have been living 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.

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. This includes cyberstalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, texts, or other similar forms of contact are used to pursue, harass, or make unwelcome contact with another person. Stalking and cyberstalking may involve individuals who are known to one another or who have an

intimate or sexual relationship or may involve individuals not known to one another. For the purposes of this definition:

- "Course of conduct" means two or more acts, including, but not limited to, acts in which the alleged 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 prudent person who normally exercises due care under similar circumstances.
- "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

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.

AFFIRMATIVE CONSENT

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

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.

Prior 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.

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.

COERCION

Coercion is the application of unreasonable pressure to take part in sexual activity or in any of the prohibited conduct listed in this document.

Unreasonable pressure can be exerted through physical or emotional force, intimidation, misuse of authority, or outright threats. When someone makes it clear that they do not want to engage in sexual activity or do not want to go beyond a certain point of sexual interaction, continued pressure beyond that point may be considered coercive depending on the circumstances.

FORMS OF SEXUAL MISCONDUCT PROHIBITED UNDER OTHER COLLEGE POLICIES

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 harm, impairment, or intoxication or of taking advantage of that individual's impairment or intoxication.

IMPROPER ROMANTIC RELATIONSHIPS

All relationships that occur in a hierarchical relationship present an imbalance of power. By virtue of the individual's position of authority, a supervisor or faculty member is able to influence the terms and conditions of a subordinate's employment or a student's academic standing.

Therefore, 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. The full policy on Romantic Relationships is available in the College's Employee Handbook.

If an employee feels that such a relationship cannot be avoided, counsel should be sought from an Appropriate College Official (see Appendix A of the Policy on Sex Discrimination) to ensure that necessary steps are taken to avoid potential conflict.

INCAPACITATION

Incapacitation is the inability, temporarily or permanently, to give consent because the individual is mentally and/or physically impaired, either voluntarily or involuntarily, or the individual is unconscious, asleep, or otherwise unaware that the sexual activity is occurring. In addition, an individual is incapacitated if the individual demonstrates that the individual is unaware at the time of the incident of the fact, nature, or extent of the sexual activity or why or how they became engaged in a sexual interaction.

When alcohol or other drugs are involved, incapacitation is a state of impairment that is so severe that it interferes with a person's capacity to make informed and knowing decisions. Alcohol and other drugs impact each individual differently, and determining whether an individual is incapacitated requires an individualized determination. The College does not expect community members to be medical experts in assessing incapacitation. Rather, individuals should look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation. A person's level of intoxication is not always demonstrated by objective signs; however, some signs that a person may be incapacitated include clumsiness, difficulty walking, poor judgment, difficulty concentrating, slurred speech, vomiting, combativeness, or emotional volatility. A person who is incapacitated may not be able to understand some or all of the following questions: "Do you know where you are?" "Do you know how you got here?" "Do you know what is happening?" "Do you know whom you are with?"

An individual's level of intoxication may change over a period of time based on a variety of factors, including the amount of substance intake, speed of intake, body mass, and metabolism. It is especially important, therefore, that anyone engaging in sexual activity is aware of both their own and the other person's level of intoxication and capacity to give consent.

It is important to remember that the use of alcohol or other drugs can lower inhibitions and create an atmosphere of confusion about whether consent is effectively sought and freely given. If there is any doubt as to the level or extent of one's own or the other individual's intoxication or incapacitation, the safest course of action is to forgo or cease any sexual activity. Even where there is insufficient evidence to establish incapacitation, a complainant's level of impairment may still be a relevant factor in establishing whether consent was sought and freely given.

In evaluating consent in cases of reported incapacitation, the College asks two questions: (1) Did the Respondent know that the Complainant was incapacitated? (2) If not, would a sober, reasonable person in a similar set of circumstances as the Respondent have known that the Complainant was incapacitated? If the answer to either of these questions is "yes," there was no consent, and the conduct likely is a violation of this policy. A Respondent's voluntary intoxication is never an excuse or a defense, and it does not diminish one's responsibility to determine that the other person has given consent.

TO WHOM CAN I TALK? RESOURCES AND SERVICES

DISCLOSING AND REPORTING: RESOURCES, OPTIONS, CONFIDENTIALITY LEVELS

Trinity College strongly encourages individuals to report incidents of sex discrimination and sex-based harassment so that any victim or survivor may gain access to available support and so that the college may respond appropriately. The college will accept a report of sex discrimination and sex-based harassment 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 whom to disclose and report incidents of sex discrimination and sex-based harassment are listed below, with their confidentiality levels. You also may file an online report, with the option to report anonymously (See 2. below). All campus-based staff and offices listed below—as well as the YWCA of New Britain/Hartford Sexual Assault Crisis Services and the Interval House, Hartford’s domestic violence shelter—are members of Trinity’s Sexual Assault Resource Team (SART).

1. PRIVILEGED EMPLOYEES (PE)

Privileged Employees are so named because they have privileged communication under Connecticut law. They may not reveal anything that is told to them in confidence or within the scope of their employment at Trinity College. The Privileged Employees at Trinity include:

Counseling and Wellness Center: 860-297-2415, 135 Allen Place

Haben Abraham, LCSW, Director

Dr. Elliott Lacki, Psy.D.

Diandra Barnes, LCSW

Lauren Cooper, LCSW

Eliza Hedegaard, APRN

Nelis Bido-Jimenez, LCSW

Jessica Wilde, LCSW

All other licensed staff and consultants who work within the Center

According to both Trinity College policy and federal and state law, all information and material gathered by the staff of the Counseling and Wellness Center is available only to the Counseling and Wellness Center staff. Except in the case of clear and imminent danger, no information will be transmitted to anyone inside or outside the College without the written consent of the student.

Spiritual and Religious Life: 860-297-2013

The Reverend Marcus G. Halley, College Chaplain

Osman Simsek, Director of Muslim Life

YWCA of New Britain/Hartford Sexual Assault Crisis Services (SACS): 860-225-4681, ext. 211 YWCA SACS provides immediate counseling/advocacy services to victims and survivors of all types of sexual abuse. All services are free. Hospital accompaniment is available by calling the hotlines below or the main number. Trained hotline staff generally will maintain confidentiality and will not share information with the college unless the victim or survivor 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

Hartford Interval House serves 24 towns and provides 24/7 hotlines (below), services, and a safe house for victims of domestic violence. Trained hotline staff generally will maintain confidentiality and will not share information with the college unless the victim or survivor requests the disclosure and signs a consent or waiver form.

- **Statewide Domestic Violence 24-Hour Toll-Free Hotline:** 888-774-2900

- **Statewide Domestic Violence 24-Hour Toll-Free Spanish Hotline:** 844-831-9200

2. ONLINE REPORTING OPTION

Anyone can report using an online form accessible from the websites below. Click on “Sex Discrimination and Sex-Based Harassment Report Form.” The form goes directly to the Title IX Coordinator and the Campus Safety director. To submit an anonymous report, do not include names or personally identifiable information about involved parties. If a name or personally identifiable information is listed, the Title IX Coordinator will contact that person. If the form includes a name or personally identifying information, it may serve as notice to the college for the purpose of initiating an investigation. Reports may also serve as notice to the college for the purpose of timely warning notice to the college

community to alert the community to a perceived serious or ongoing public safety threat.

Office of Title IX: www.trincoll.edu/Title-IX/

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

Confidential Employees are identified because while they are required to report basic information about the incident/s to the Title IX Coordinator and the director of Campus Safety, they do not reveal the names or identifying information of all parties involved unless there is imminent harm to the campus or the person/s disclosing. Before filing a report, CEs will first consult with the person disclosing to ensure that the general report does not contain any personally identifying details, unless the person disclosing wishes it to.

Health Center Trinity Hall, first floor

Kara Anastasiou, Clinical Lead: 860-297-2018

All non-student staff

Multicultural Affairs Hamlin Hall, second floor

Jared Delane, P.R.I.D.E. Program Coordinator and Cultural House Supervisor: 860-297-4251

Queer Resource Center (QRC) 114 Crescent Street

Crystal Nieves, Director of LGBTQ+ Life: 860-297-2582

Women and Gender Resource Action Center (WGRAC) Mather Hall, second floor

Laura Lockwood, Director: 860-297-2408

Note: When required by law or by court order or 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.

4. RESPONSIBLE EMPLOYEES (RE)

All college employees are REs, with the exception of those staff listed above. REs are mandatory reporters.

a. All college employees, including faculty and staff, resident advisers, P.R.I.D.E. leaders, Orientation leaders (while employed during new student orientation week), and all other students employed by the college are Responsible Employees and must report any possible violations of the Policy on Sex Discrimination to the Title IX Coordinator. Student employees must report any possible violations of the Policy on Sex Discrimination if they witnessed or became aware of the violation during the scope of their employment with the college.

b. A disclosure to a Responsible Employee constitutes a report to the college and obligates the college to take immediate and appropriate steps to resolve the matter promptly and equitably and to remedy the effects of the reported sex discrimination and sex-based harassment. Offices with RE's include:

Campus Safety 860-297-2222, 76 Vernon Street

- Donna Tadiello, Director of Campus Safety
- Mike Hassett, Sergeant

Office of Diversity, Equity, and Inclusion (DEI) Hamlin Hall, second floor

- Anita Davis, Vice President for DEI: 860-297-4161
- Pamela Whitley, Assistant Vice President for DEI and Compliance: 860-297-2493
- Robert Cotto, Jr., Director, DEI Campus and Community Engagement: 860-297-4010
- Adrienne Martinez, Interim Title IX Coordinator: 860-297-2688, Mather Hall, room 208

Shelby Cullom Davis Professorship 860 297-2562, 71 Vernon Street #101

- Patti Maisch, Program Coordinator, Davis Endowment and Cesare Barbieri Endowment

Office of Student and Community Life 860-297-2156, Admissions Building

- Joe DiChristina, Vice President for Student Success and Enrollment Management
- Kara Nelson, Executive Assistant to the Vice President and Office of Student and Community Life
- Ann Reuman, Sr., Associate Dean and Special Assistant to the VP for Student Success and Enrollment Management
- Robert Lukaskiewicz, Dean of Community Life and Standards
- John Selders, Assistant Dean of Students and Community Standards Coordinator

The Bantam Network Residential Learning Community 860-297-2305, Admissions Building

- Migdalia Crespo, Assistant Director, Residence Education and Student Engagement
- Michelle Fasano, Residential Learning Coordinator
- Malachai Marzolf, Residential Learning Coordinator

Student Leadership and Engagement (SLE) & Greek Life, 860-297-2000, Mather Hall

- Michael Bodnarik, Director, Student Leadership and Engagement, and Greek Life, 860-297-4178
- Nicholas Roll, Assistant Director, Student Leadership and Engagement, 860-297-2081

Student Accessibility Resource Center (SARC) 860-297-4025, Library A78, A78A, & 79

- Dr. Pamela McKeever, Director of SARC and Assistant Director of Student Lie

Athletics

- Kristen Noone, Associate Athletic Director: 860-297-2059

c. **Requests for confidentiality:** When someone discloses or reports an incident, that individual 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 via email 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. 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:

- The Complainant's request not to proceed with initiation of a complaint;
- The Complainant's reasonable safety concerns regarding initiation of a complaint;
- The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
- The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
- The age and relationship of the parties, including whether the respondent is an employee of the College;
- The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
- The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred;
- and
- Whether the recipient could end the alleged sex discrimination and prevent its recurrence without initiating its resolution process.

If, after considering these factors and other relevant factors, the Title IX Coordinator determines that the reported conduct presents an imminent and serious threat to the health or safety of the Complainant or other person, or that the conduct as alleged prevents the College from ensuring equal access on the basis of sex to its education program or activity, the Title IX Coordinator may initiate the complaint.

When the Title IX Coordinator initiates a complaint, the Title IX Coordinator will notify the Complainant prior to doing so and appropriately address reasonable concerns about the Complainant's safety or the safety of others, including by providing Supportive Measures.

The College will not compel a Complainant to participate in an investigation or disciplinary proceeding.

Because the College is under a continuing obligation to address sex discrimination campuswide, reports of sex discrimination (including anonymous and third-party reports in which names are not mentioned) also will prompt the College to consider broader remedial action such as increased monitoring, supervision, or security at locations where the reported sex discrimination occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices.

IMPORTANT OFF-CAMPUS RESOURCES FOR PARTIES

The U.S. Department of Education's Office for Civil Rights (OCR)

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 also may be directed to OCR at 800-421-3481 or ocr@ed.gov.

Connecticut Alliance to End Sexual Violence (The Alliance)

www.endsexualviolencect.org

A statewide coalition of sexual assault centers that works to end sexual violence and to ensure high quality, culturally competent services.

Connecticut Coalition Against Domestic Violence (CCADV)

www.ctcadv.org

Connecticut's leading voice for victims of domestic violence and those 18 agencies that serve them. CCADV provides training and advocacy and works to change social conditions through public policy and legislative work.

CT Legal Services

ctlegal.org

Connecticut's largest legal aid agency, transforming the lives of low-income people facing issues such as lack of medical care and domestic violence.

Feeling Kinda Blue

<https://feelingkindablue.org>

Social networking for individuals suffering from depression, anxiety, grief, emotional pain, isolation, and mental illness.

988 Suicide & Crisis Lifeline

[Lifeline \(988lifeline.org\)](http://Lifeline(988lifeline.org))

Lifeline Chat and Text is a service of the 988 Suicide & Crisis Lifeline, connecting individuals with crisis counselors for emotional support and other services. Text or Call 988.

The Network/La Red

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)

www.avp.org

Supports LGBTQ survivors through counseling and advocacy.

The Women and Families Center (Meriden, CT)

www.womenfamilies.org/Sexual-Assault-Center/Sexual-Assault-Survivor-Support-Group/ Offers support groups (LGBTQ+, mindfulness support groups).

Families Advocating for Campus Equality (FACE)

facecampusequality.org

Supporting and advocating for equal treatment and due process for those affected by inequitable Title IX disciplinary processes, and influence campus culture throughout outreach and education.

Black Women's Rape Action Project

www.womenagainstrape.net

Provides support, legal information, and advocacy for women and girls.

Hartford Gay and Lesbian Health Collective

www.hglhc.org

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

1in6

www.1in6.org

Offers week-day online support group for men who have experienced sexual abuse or assault. Free, anonymous, counselor facilitated. <https://supportgroup.1in6.org/> for scheduled times.

RAINN (Rape, Abuse, and Incest National Network)

www.rainn.org

Provides free and anonymous online support group for men who have experienced sexual assault in adulthood.

MaleSurvivor

www.malesurvivor.org

A website where men join together to overcome sexual trauma, through online chat and specific support grounds including: support for male survivors, health from sexual trauma; religious resources; resources for service members and veterans, black survivors, gay and transgender survivors; and regional resources.

StrongHearts Native Helpline 1-844-7 NATIVE (844-762-8483)

<https://strongheartshelpline.org/Get-Help#CallOrChatOnline/>

A safe, anonymous, and confidential domestic violence and dating violence helpline for Native Americans and Alaska Natives, offering culturally appropriate support and advocacy.

Deaf Abused Women's Network

www.dawn-draft.squarespace.com/Services/

End Abuse of People with Disabilities

www.endabusepwd.org/Tools-and-Training/Resources-Library/

TAKING INDIVIDUAL AND COLLECTIVE RESPONSIBILITY

Consent, Drinking, Entitlement, Helping a Friend

Everyone: Get affirmative consent for every step of a sexual interaction.

- *Do you want to _____?*
- *Can I touch you there?*
- *If I do this, is that okay?*
 - **If the answer is no, then stop!**
- Don't assume that having sex yesterday means you two can have sex today without receiving consent.
- Affirmative consent cannot be given if a person is passed out, too drunk to stand, asleep, coerced or threatened, forcibly held down, or trapped.

WHAT ELSE CAN I DO?

- **Everyone: Drink responsibly. Know your limits.**
 - Drinking:
 - increases aggression and the likelihood of nonconsensual sex (rape or sexual assault)
 - decreases comprehension, inhibition, and enjoyable sex. Please see for more information: www.trincoll.edu/Alcohol-Drug-Resources/Resources/
- **Everyone: Take care of your friends.** Don't leave friends behind. Don't worry about interrupting "a good time." If you're concerned, it's better to check in. Do a Green Dot! (see page 12)
- **Everyone: Respect yourself and your body; respect others and their bodies.**
- **Everyone: You are not entitled to another person's body.**
- **Everyone: If a friend discloses to you:**
 - Patiently listen with an open mind and heart.
 - Refrain from asking for details, questioning their choices, touching/hugging without their permission.
 - What to say:
 - *I'm so sorry this happened to you.*
 - *What happened wasn't your fault.*
 - *I'm here for you.*
 - *What do you need?*
 - *Can I help you ...*
 - find an RA; call an AOC; go to the hospital or Health Center; make a report; find Your Rights, Your Options on your phone; see the Title IX coordinator; call a friend; call Campus Safety or police; go to WGRAC, the chaplain, or the Counseling and Wellness Center? Offer to accompany them.*

BE AN ACTIVE BYSTANDER: DO A GREEN DOT!

The **Green Dot Violence Prevention Strategy** is a national program that trains students, faculty, and staff in bystander intervention to help prevent instances of power-based personal violence (PBPV), which includes dating violence, domestic violence, sexual assault, rape, stalking, and sex-based harassment.



RED DOTS: Power-based personal violence incidents

GREEN DOTS: Those actions, choices, and attitudes that stop or prevent RED DOTS

GREEN DOT PRINCIPLES

- We do not tolerate power-based personal violence on our campus.
- Everyone can do something—no matter how small—to prevent violence.

HOW DO YOU DO GREEN DOTS? THE 3 D'S: **DIRECT, DISTRACT, DELEGATE**

DIRECT: Tell someone directly to halt an action.

- *“Don’t leave (the party) with her. She can’t standup.”*
- *“My friends and I will walk them back to theirroom.”*

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?”*
- *“I love this song; let’s go dance!”*

DELEGATE: Find others to intervene with you or for you.

- Ask for help.
- Call Campus Safety and/or the Administrator-on-Call (AOC).
- Call the police.

Follow us!

Instagram: [@trincollgreendot](#)

Facebook: [Trinity Green Dot](#)

Website: www.trincoll.edu/GreenDot/

Contact: green.dot@trincoll.edu

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