

A photograph of a campus scene. In the background, a large, multi-story brick building with a gabled roof and several chimneys is visible. The building has a central entrance with a decorative archway. In the foreground, there are several large trees. One tree on the left has green leaves, while the tree on the right has bright yellow autumn leaves. Two people are walking on a paved path in the lower right corner. The sky is clear and blue.

Title IX Overview

Task Force on Combating Sexual Violence and Supporting our Students

Letissa Reid, J.D.
Associate Vice President,
Title IX Coordinator, ADA Coordinator
Office of Institutional Equity

Kim Caprio, Ed.D.
Director, Title IX Compliance
Deputy Title IX Coordinator
Office of Institutional Equity

OFFICE OF INSTITUTIONAL EQUITY



Title IX



Accessibility



Employment Equity



Training & Education



Discrimination & Harassment

Title IX

federal civil rights law

prohibits discrimination on the basis of sex at educational institutions that receive federal funding

applies to all students, staff, and faculty, regardless of gender identity or expression

requires institutions to take prompt action to: eliminate sexual harassment and violence when it occurs, prevent its recurrence, and address its effects

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” 20 U.S.C. § 1681

Title IX Regulations

What changed

- Modifications to *The Policy Against Discrimination, Harassment, and Related Interpersonal Violence*, in the form of:
 - Addition of a new Title IX Sexual Harassment definition as a form of Prohibited Conduct
 - Addition to Exempt Employee resources (e.g. Cultural Center staff for students and employees and Ombuds for graduate students and employees)
- Title IX-related investigation and adjudication procedures

What did not change

- Preexisting definitions of Sexual Harassment, Sexual Assault, Stalking and Intimate Partner Violence under *The Policy* that allow for allegations of conduct falling outside of the new Title IX Sexual Harassment definition to be addressed
- Supportive measures available to all parties, regardless of whether a formal complaint or any investigation is pursued
- Ongoing prevention and intervention efforts with the goal of fostering safe, equitable, and inclusive learning and working environments for all community members

Policy Against Discrimination, Harassment and Related Interpersonal Violence

The University adopts this Policy with a commitment to:

1. Eliminating, preventing, and addressing the effects of Prohibited Conduct;
2. Fostering a safe and respectful University community;
3. Cultivating a climate where all individuals are well-informed and supported in reporting Prohibited Conduct;
4. Providing a fair and impartial process for all parties in the investigation and resolution of such reports; and
5. Identifying the standards by which violations of this Policy will be evaluated and disciplinary action may be imposed.

Policy Against Discrimination, Harassment and Related Interpersonal Violence

Articulates University values and community conduct expectations around discrimination, harassment, and sexual misconduct

Prohibits certain amorous relationships where power disparities are present

Clarifies Employee Reporting Responsibilities

Prohibited Conduct Defined in the Policy Includes:

- Discrimination
- Discriminatory Harassment
- Sexual or Gender-Based Harassment
 - Title IX Sexual Harassment
- Sexual Assault
- Sexual Exploitation
- Intimate Partner Violence
- Stalking
- Retaliation
- Complicity

UNIVERSITY OF CONNECTICUT POLICY AGAINST
DISCRIMINATION, HARASSMENT, AND RELATED
INTERPERSONAL VIOLENCE

Including Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships

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Responsible Employee Reporting Responsibilities

Responsible Employees

- All Faculty and Staff, Resident Assistants, Post-Doctoral Research Assistants and Graduate Assistants who are not Confidential or Exempt Employees
- Required to immediately report to OIE when a student is involved:
 - ✓ Sexual Assault,
 - ✓ Intimate Partner Violence
 - ✓ Stalking

Exempt Employees

Cultural Centers (CC)

**African American CC, Asian American CC,
Puerto Rican Latin American CC, Rainbow Center,
Women's Center**

- Provide culturally-responsive care
- Support students in resolving educational, personal, and other barriers toward successful completion of their academic goals
- Connect students with appropriate campus and community resources and support, as requested
- Provide information about reporting to the University and law enforcement, as requested

Ombuds

- Neutral resource to express concerns, identify options to address workplace conflicts, facilitate productive communication, and share concerns

Exempt and confidential employees will not report to OIE unless student or employee requests they do so (or if someone is in imminent risk of serious harm or a minor)

Confidential Employees

Student Health and Wellness

- Crisis and follow up care
- Free medical exams, medications, STD testing and referrals to counseling
- Site for sexual assault forensic exams

Employee Assistance Program

- Counseling, referral and consultation services

Supportive Measures for Students Impacted by Sexual Violence

Resources and supportive measures are:

- Offered to everyone regardless of when the incident took place and whether the incident happened on or off campus

Supportive measures include, but are not limited to:

- Medical and counseling services
- Academic support
- Scheduling modifications
- Changes to on-campus housing
- Leaves of absence
- Mutual no contact directives
- Increased security
- Monitoring of certain areas of campus

Students do not need to pursue an investigation in order to receive supportive measures from the University.

What Happens After a Student Discloses Sexual Assault, Intimate Partner Violence or Stalking to a Responsible Employee

Responsible Employees notifies the Office of Institutional Equity via online form, phone, or email of information they received from the student

A report to OIE is part of the intake phase and does not automatically begin an investigation



Next steps are determined through a combination of factors:

(1) Wishes of the complainant (2) Detail provided (3) Potential threat to community safety



Support & Resource Outreach

Assistant Dean of Students for Victim Support Services and Bystander Initiatives to offer resources and supportive measures

Investigative Outreach

From Community Standards (for student respondents) or Office of Institutional Equity (for employee respondents) with information about investigation/complaint process

The choice to respond, access resources and/or participate in any investigation remains with the student.

Investigation Options for Reports of Sexual Violence

Criminal Investigation

- UConn Police Department or appropriate local enforcement

University Investigation

- Office of Community Standards when the respondent/accused person is a **student**
- Office of Institutional Equity when the respondent/accused person is an **employee**

Office of Institutional Equity

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Director, Title IX Compliance
Deputy Title IX Coordinator
Office of Institutional Equity

Contact Information:

equity@uconn.edu
860-486-2943

Reporting form: <https://equity.uconn.edu/reporting-form/>

Websites:

www.equity.uconn.edu www.titleix.uconn.edu www.accessibility.uconn.edu

