Responding to Student Sexual Misconduct Disclosures
A Guide for Faculty and Staff

**Step 1 – Care**
Care for the student’s immediate needs
- Ensure they are safe
- Provide non-judgmental support
- Explain the limits of students’ privacy

**Step 2 – Connect**
Connect the student with resources
- Offer referrals to off-campus confidential services
- Provide contact information for the Title IX Coordinator / The Dean of Students

**Step 3 – Contact**
Contact the Title IX Coordinator or the Dean of Students
- Share all relevant details so that appropriate action can be taken
- The Title IX Coordinator and the Dean provide students with options and essential services

What Disclosing Students Need to Know about Their Privacy

1) The following details must be shared with the Title IX Coordinator / Dean if disclosed to a College employee:
   - Names of any alleged offenders and victims
   - Names of other individuals involved in any way
   - Any other relevant facts, including the date, time, and location of an incident

2) The student has the right to request that his or her identity be withheld during an investigation into an incident, or that no action be taken against an alleged offender, but the College may not be able to honor such requests in order to ensure the health and safety of the campus and / or comply with any relevant laws.

3) The student has the right to access off-campus confidential counseling, advocacy, health, mental health, or other sexual assault related services.

Off-Campus Confidential Resources

If an employee believes that a student is about to disclose details of sexual misconduct, **it is strongly recommended** that the employee intervene to suggest that the student first consult off-campus confidential counseling services so as to avoid any unforeseen breaches of privacy.

These agencies’ services are **completely free**, and include:
- 24/7 crisis hotlines
- Professional crisis counseling services
- Court and law enforcement advocacy
- Assistance in receiving medical care
- Emergency shelter services

**For Sexual Assault...**

**The Sexual Assault Crisis Center**
78 Howard Street, 2nd Floor
New London, CT 06320
Office: (860) 442-0604
Hotline: (888) 999-5545
http://www.saccec.org/

**For Domestic / Intimate Partner Violence or Sexual Assault...**

**Safe Futures**
16 Jay Street,
New London, CT 06320
Office: (860) 447-0366
Hotline: (888) 774-2900
http://www.safefuturesct.org/
**Sexual Misconduct Defined**

**Sexual Harassment**
Unwanted sexual advances, including, but not limited to, flirtatious words or physical contact, sexual jokes, displaying explicit photographs, and stereotypical comments about gender.

**Sexual Exploitation**
Taking sexual advantage of an unwilling or unaware individual, including, but not limited to, non-consensual voyeurism, distributing explicit photographs of a person, and prostituting a person.

**Sexual Assault**
Any sexual contact with an individual who has not given or cannot give consent. As such, rape is only one form of sexual assault.

**Domestic / Intimate Partner / Relationship violence**
Emotional or physical abuse of a past or present partner and / or family member.

**Stalking**
One person’s unwanted, repetitive, and willful following of and / or contact with another person such that it creates reasonable fear for that person’s safety.

For more information, please visit the Three Rivers Community College Sexual Misconduct Resources and Education Website, [www.threerivers.edu/smre](http://www.threerivers.edu/smre)