

Sexual Misconduct

occurs when any person has not given his or her explicit consent to sexual activity. **Consent** is a voluntary, sober, enthusiastic, mutual and **ONGOING** agreement to sexual activity. New legislation adopted in 2015 defines consent as:

YES Means YES

- NO means STOP RIGHT NOW
- SILENCE means STOP RIGHT NOW
- DRUNK/DRUGGED means STOP RIGHT NOW
- PHYSICAL/VERBAL RESISTANCE means STOP RIGHT NOW

Immediate Help

If you fear for your safety, call 911
For additional resources, call 211

24/7 Free & Confidential Counseling Hotlines

Sexual Assault Crisis Center
Hotline: (888) 999-5545

Safe Futures Hotlines
Local: (860) 701-6000
Español: (844) 831-9200
Statewide: (888) 774-2900

Law Enforcement

Norwich Police
Office: (860) 886-5561
State Police Troop E
Office: (860) 848-6500

Local Medical Services

Backus Hospital
Emergency Services
326 Washington St.
Norwich, CT 06360
(860) 889-8331



Responding
to
Disclosures
Of

Sexual Misconduct



A Step-by-Step
Guide for Faculty
and Staff

www.threerivers.edu/smre

Sexual Misconduct may include:

- **Stalking:** Repeated and unwelcome following and/or contacting someone, causing that person to fear for his or her safety or substantially impairing his or her ability to perform the activities of daily life
- **Sexual Harassment:** Unwelcome sexual advances, requests, or jokes
- **Sexual Assault:** Any sexual contact with a person who has not given or cannot give consent
- **Domestic / Intimate Partner Violence:** Physical or emotional abuse of a current or former partner
- **Sexual Exploitation:** Taking non-consensual advantage of a person for the benefit of others (prostituting a person, distributing images of a person)

3 Steps to Effective Responses

Step 1 – Care

Care for the student's immediate needs

- Ensure student's safety
- Provide non-judgmental support

Step 2 – Connect

Connect the student with resources

- Explain the limits of reporters' privacy
- Offer referrals to off-campus confidential reporting options
- Provide contact info for on-campus resources

Step 3 – Contact

As soon as you can reasonably do so, alert one of these College authorities to the reported incident

- **Title IX Coordinator**
Vicki Baker (860) 215-9208
VBaker@trcc.commnet.edu
- **Student Advocate**
Christine Languth (860) 215-9260
CLanguth@trcc.commnet.edu
- **Dean of Students**
Steve Finton (860) 215-9003
SFinton@trcc.commnet.edu

Student Confidentiality & Mandated Reporting

As a College employee, you are required to inform the College Administration of the details of any report or disclosure of Sexual Misconduct.

The details you are required to share include:

- Name(s) of alleged perpetrator(s)
- Name of victim/reporter
- Name of any other witnesses
- Date, time, location of incident
- Nature of incident

The student may request that his or her identity stay private, or that no action be taken against the alleged offender, but the College may not be able to honor such requests in order to ensure the health and safety of the college population and/or comply with legislated mandates.

Suggested Language

“Excuse me for interrupting, but before you continue, I have to let you know that I am required to report any information you give me about this matter with the appropriate College authorities. I appreciate your trust, I want to help you. I can connect you to free and confidential resources immediately, or we can continue this conversation. What is more comfortable for you?”