

# UNIVERSITY OF CONNECTICUT

## SEXUAL HARASSMENT PREVENTION TRAINING

Presented by:  
The Office of Institutional Equity(OIE)

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# TRAINING TEAM

- Elizabeth Conklin, J.D., Associate Vice President, OIE; Title IX Coordinator; ADA Coordinator
- Sarah Chipman, J.D., Associate Director of Investigations, OIE
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- Kathleen Holgerson, Director, Women's Center
- Angela Rola, Director, Asian American Cultural Center
- Fany Hannon, Director, Puerto Rican/Latin American Cultural Center
- Ann Coolidge Randall, J.D., Paralegal and Legal Administrator, OIE
- Susan Hoge, Executive Assistant, OIE

# BASICS

- Cell Phones
- Laptops
- Questions & Breaks
- Late Entry/Early Exit

# AGENDA

- Why is this workshop important to me?
- Applicable Federal & State Laws
- Applicable University Policy
- Definitions
- Conduct that may constitute Sexual Harassment
- Consequences & Risks
- Your Rights, Responsibilities & Obligations
- Remedies Available
- Reporting

# GRADUATE STUDENT CONTEXT

Graduate Students have two intersecting roles:

- **Positions of authority** within the scope of teaching and research assistant roles.
- **Subordinate positions** within the scope of graduate student role.

*We will discuss both roles today, with a **focus on your roles when acting in positions of authority.***

# WHY IS THIS WORKSHOP IMPORTANT ?

*Because...*

**SEXUAL  
HARASSMENT  
IS  
ILLEGAL**

Training Mandated by  
C.G.S. §46a-54(15)(B)

# APPLICABLE FEDERAL & STATE LAWS

## SEXUAL HARASSMENT IS PROHIBITED BY

- Title VII of the Civil Rights Act of 1964, as amended, 42 United States Code section 2000e et. seq.
- Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex in education programs and activities that receive federal financial assistance.
- The State of Connecticut's Discriminatory Employment Practices Law, 46a-60 (a)(8) of the Connecticut General Statutes.

# APPLICABLE UNIVERSITY POLICIES

- *Policy Against Discrimination, Harassment and Related Interpersonal Violence*
- *UConn Child Abuse and Neglect Reporting Policy*
- *Non-Retaliation Policy*



# IS THIS SEXUAL HARASSMENT?

- A worker tells a sexually explicit joke to a group of co-workers.
- An employee receives a bad evaluation after they turn down the sexual proposition of their supervisor.
- A woman faculty member repeatedly offers to drive a student who is a man home after class. What if the woman faculty member offered to drive a woman student home?

# DEFINITION OF SEXUAL HARASSMENT

- “Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence.”
- “Sexual harassment, including sexual assault, can involve persons of the same or opposite sex.”
- “Acts that do not necessarily involve conduct of a sexual nature but are based on sex or sex-stereotyping, and which may include physical aggression, intimidation or hostility, are considered sex-based harassment and are similarly prohibited.”

# POLICY VIOLATION

A violation of the policy will be found where:

- a) submission to harassment of any kind is made either explicitly or implicitly a term or condition of an individual's employment, performance appraisal, or evaluation of academic performance; or
- b) these actions have the effect of creating a hostile learning or working environment.

# TYPES OF SEXUAL HARASSMENT

HISTORICALLY, THE COURTS HAVE RECOGNIZED

## *QUID PRO QUO*

Where submission to or rejection of unwelcome sexual conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual's education (e.g., admission, academic standing, grades, assignment); employment (e.g., hiring, advancement, assignment); or participation in a University program or activity (e.g., campus housing).

## *HOSTILE ENVIRONMENT*

Discriminatory harassment creates a hostile environment when the harassment is sufficiently severe, pervasive, or persistent to deny, limit or unreasonably interfere with a student's or employee's ability to participate in or benefit from the academic or work environment.

# POWER RELATIONSHIPS

Faculty/Staff →→→→→Student

*or*

Supervisor→→→→→Employee

*or*

Faculty/Staff→→→→→Faculty/Staff

\*\*\*\*\*

Student→→→→→Student

*or*

Student→→→→→Faculty/Staff

# EXAMPLES OF SEXUAL HARASSMENT

- Unwelcome Sexual Advances
- Suggestive or Lewd Remarks
- Unwanted Hugs, Touches, Kisses
- Requests for Sexual Favors
- Derogatory or Pornographic Posters, Cartoons, Drawings or Emails
- Sex Stereotyping
- Sexual Assault

# MYTHS ABOUT SEXUAL HARASSMENT\*

## Myth

*Most people enjoy sexual attention  
at work and school.*

## Fact

Not necessarily. One person's teasing may be another's sexual harassment. Some people may be angry, while others may be embarrassed.

# MYTHS ABOUT SEXUAL HARASSMENT\*

## Myth

*Harassment will stop if a person just ignores it.*

## Fact

Harassers often believe that if a person ignores harassing behavior, s/he likes it. The lack of response is seen as approval or encouragement. Studies show that in most cases when harassment is ignored, it continues and often gets worse.



# MYTHS ABOUT SEXUAL HARASSMENT\*

## Myth

*If women watched the way they dressed,  
there would not be a problem with  
sexual harassment.*

## Fact

Sexual harassment can happen to anyone, no matter how they dress. It typically has more to do with power than with sexual attractiveness or appearance. A particular way of dressing is not permission to touch or otherwise harass.

# MYTHS ABOUT SEXUAL HARASSMENT\*

## Myth

*Nice people could not possibly be harassers.*

## Fact

Harassers generally do not fit any particular mold. They come in all forms, including well-liked and talented, respected professionals.

# PRINCIPLES TO REMEMBER

- Silence cannot be construed as acceptance;
- Individual reactions, such as laughter, do not necessarily signal approval;
- Context, body language, and tone of voice are key factors to consider;
- People generally appreciate well-intended compliments; they do not want to be degraded, abused, objectified, threatened or singled out on the basis of their sexuality; and
- Gender and cultural differences will affect perceptions.

# PRINCIPLES TO REMEMBER

- Victims and Harassers can belong to the same protected class.

*For example:* individuals of the same gender or sexual orientation can engage in sexual harassment of each other.

- Third parties who overhear comments or witness sexual harassment may also file complaints.

*For example:* male employees can file claims against other male employees who were overheard making derogatory remarks about women (hostile work environment) and vice versa.

# WHAT YOU CAN DO

- Document the behavior as soon as it occurs, including as many details as possible.
- Report the harassment to a supervisor or directly to OIE.
- Contact one of the resources provided by the University.
- If you are comfortable doing so, speak with the offender directly as soon as the harassment occurs. State clearly the behavior that you want stopped. If you aren't comfortable doing this, inform your supervisor.

# NEGATIVE EFFECTS OF SEXUAL HARASSMENT

- Affects overall work productivity
- Contributes to poor performance
- Causes interpersonal conflicts
- Creates a hostile work environment
- Adds to absenteeism/turnover
- Leads to complaints/grievances

00:00

Let's Take A Break!

# AGENDA

- Policies
- Supervisory Reporting Obligations
- Amorous Relationships
- Protecting Students
  - Definitions
  - Reporting obligations
  - Exceptions
  - Talking to a victim
- Remedies and Resources



# RESPECT AND CIVILITY

## University Code of Conduct for Faculty & Staff

“As members of an academic community, we seek to foster a spirit of civility and collegiality through open and honest communication. We strive to protect the health, safety and well-being of all persons.... We value an environment that is **free from harassment, intimidation, bullying, incivility, disrespect and violence.**”

“Engaging in behaviors that harass, intimidate, bully, threaten or harm another member of the University community does not support a respectful and civil work environment.”

# RESPECT AND CIVILITY

## General Rules of Conduct for Faculty & Staff

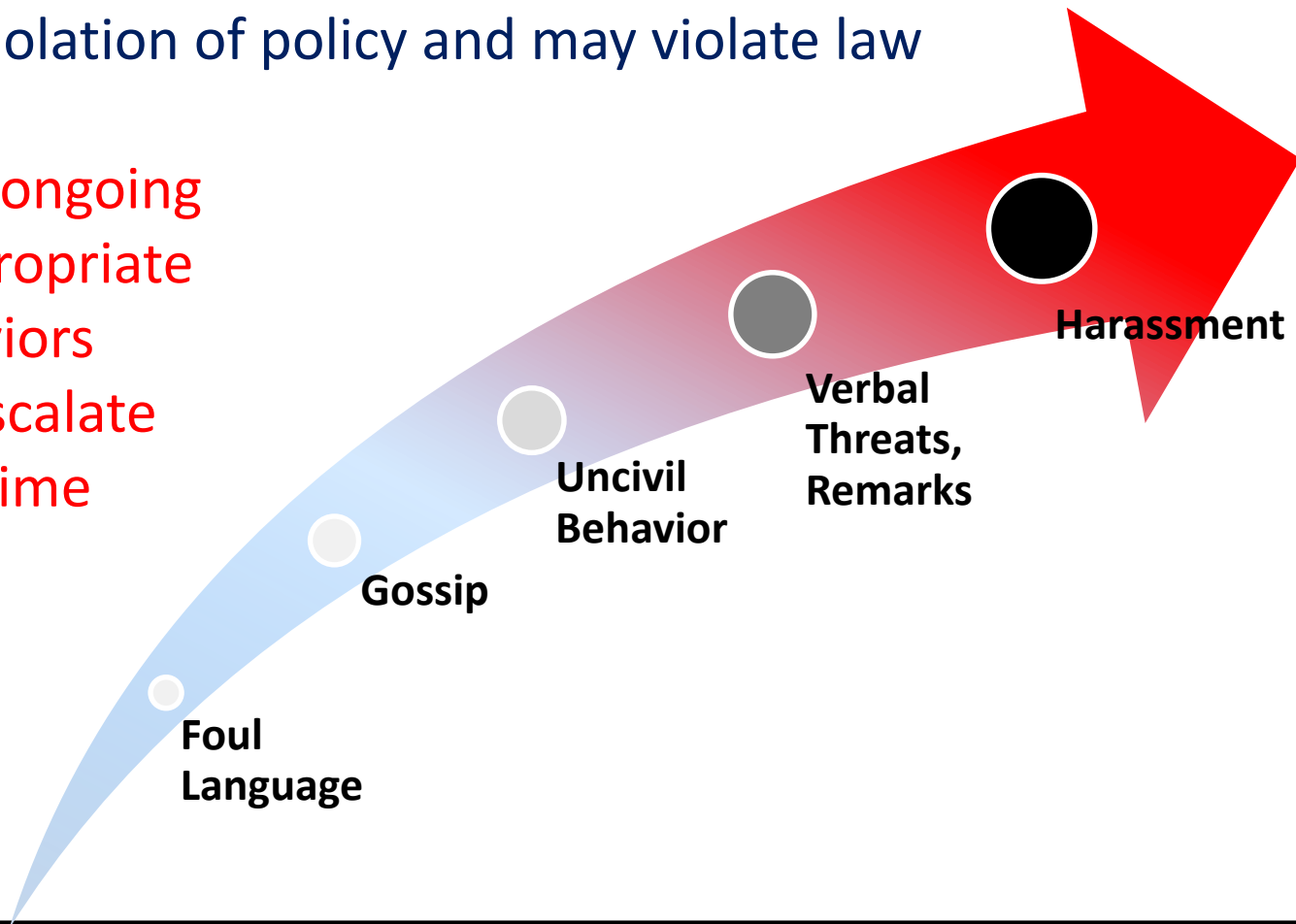
**Conduct Expressly Prohibited Includes, but is not limited to:**

- interfering in any way with the work of others;
- conducting oneself in any manner that is offensive, abusive, or contrary to common decency or morality; and
- carrying out any form of harassment including sexual harassment.

# Conduct & Civility: A Respectful Environment

- Some inappropriate behaviors do not rise to the level of policy violations.
- Some inappropriate behavior is clearly recognizable as a violation of policy and may violate law

Small ongoing inappropriate behaviors can escalate over time



# Policy Against Discrimination, Harassment and Related Interpersonal Violence

- A single, comprehensive discrimination, and harassment policy approved by the Board of Trustees effective January 1, 2016
- Articulates University values and community conduct expectations
- Clarifies manager reporting obligations
- Prohibits certain **amorous relationships** where power disparities are present

# SUPERVISORY EMPLOYEE REPORTING OBLIGATIONS

**EMPLOYEES WHO SUPERVISE OTHER EMPLOYEES** have a “heightened” duty to receive and report allegations of discrimination including sexual harassment.

- **Deans, Directors, Department Heads and Supervisors** are obligated to report any discrimination, harassment or inappropriate amorous relationship to OIE and/or OFSLR as soon as it becomes known to them.
- Failure to report any known incidents is a policy violation as serious as the original discriminatory act.
- Complaints about student misconduct are addressed through OIE and/or Community Standards. “Student” includes student-employees. “Student” also includes graduate students when they are not in their employment capacity as a Graduate Assistant, Teaching Assistant or Research Assistant.

# SUPERVISORY EMPLOYEE REPORTING OBLIGATIONS

## Why Do We Have to Report?

If an employer knew or should have known about the harassment, the employer's failure to appropriately respond to that harassment may result in liability for the employer.

Supervisor engages in harassment -> Liability

Supervisor ignores harassment -> Liability

# EXAMPLES OF AN ADVERSE ACTION

Any adverse action impacting the terms and conditions of employment that is based on a protected classification

- Failure to Hire/Promote
- Termination
- Unsuitable Reassignment
- Hours/Assignment

# POWER RELATIONSHIPS

Faculty/Staff → → → → Student

*or*

Supervisor → → → → Employee

*or*

Faculty/Staff → → → → Faculty/Staff

*or*

Graduate Student → → → → Undergraduate

**“Not only are teachers [and other university employees] afforded unique access to students, they also are vested with significant authority and control over those students.”**

*State of Connecticut v. McKenzie-Adams*, 281 Conn. 486; 915 A.2d 822, 840 (2007).



# AMOROUS RELATIONSHIPS

## *Instructional Context*

### **Faculty/Staff Relationships with Undergraduate Students**

- All faculty and staff are prohibited from entering into an amorous relationship with any undergraduate student.

### **Faculty/Staff Relationships with Graduate Students**

- All faculty and staff are prohibited from entering into an amorous relationship with a graduate student actually under that individual's authority.
  - "Authority" includes teaching, formal mentoring or advising, supervision of research, employment, grading, or disciplinary action.

### **Graduate Student Relationships with other Students**

- Any amorous relationship between a graduate student and a student over whom they have authority is prohibited.

# AMOROUS RELATIONSHIPS

“*Amorous*” includes intimate, sexual, and/or any other type of amorous encounter or relationship, whether casual or serious, short-term or long-term.

# AMOROUS RELATIONSHIPS

## *Employment Context*

All faculty and staff are prohibited from pursuing or engaging in amorous relationships with employees whom they are currently supervising.

## *Existing Relationships*

If a relationship existed prior to joining the University, that relationship must be disclosed to OIE and/or OFSLR by the employee in a position of authority prior to accepting a supervisory role.

# Is this Harassment?



# PROTECTING STUDENTS

## Federal and State Laws University Policies

- Title IX
- Violence Against Women Act (VAWA)
- Connecticut General Statutes
- The Student Code
- Policy Against Discrimination, Harassment, and Related Interpersonal Violence
- Child Abuse and Neglect Reporting Policy

# PROTECTING STUDENTS UNDER TITLE IX

*“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

- The U.S. Department of Education’s Office of Civil Rights extends the obligation to respond beyond those who actually have authority to address the harassment, but also to any individual **“who a student could reasonably believe has this authority or responsibility.”**

**Sexual Assault is the most severe form of sexual harassment**

# PROTECTING STUDENTS

## Sexual Violence

A Criminal Act



A Violation of  
University Policy



- Dating Violence
- Domestic Violence
- Sexual Assault
- Stalking

# PROTECTING STUDENTS

## Definitions

**Consent** is an understandable exchange of *affirmative* words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Past consent of sexual activity does not imply ongoing future consent.

- Consent is informed freely and actively given.
- Responsibility of initiator to obtain clear and affirmative responses at each state of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- Lack of negative response is not consent.
- Consent can not be given if any of the following are present: force, coercion, or incapacitation.

**Sexual Assault** consists of (1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (3) Consent."



# PROTECTING STUDENTS

## Definitions

**Stalking** occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for the person's safety or the safety of others, or to experience substantial emotional distress. "**Course of conduct**" means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.

**Intimate Partner Violence (IPV)** includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct.

# STUDENT DISCLOSURES

## When a Student Discloses:

Sexual Assault

Stalking

Intimate Partner  
Violence

## You Should:

Report to OIE

Report to OIE

Report to OIE

# Policy Against Discrimination, Harassment, and Related Interpersonal Violence

## WHEN & TO WHOM YOU MUST REPORT

- If you witness any sexual assault, stalking or IPV or any ongoing threat to campus security, first call 911, (regardless of the identity of the parties), then report to OIE as soon as possible.
- If you receive a report of a sexual assault, stalking or IPV you must report this information as soon as possible to **The Office of Institutional Equity (860-486-2943)**

## EXCEPTIONS INCLUDE DISCLOSURES MADE DURING

- **Public Awareness Events (Take Back the Night etc.)**  
Take Back the Night,” candlelight vigils, protests, “survivor speak-outs” or other public forums in which Students may disclose incidents of Prohibited Conduct
- **IRB - Approved Research**  
During a Student’s participation as a subject in an Institutional Review Board-approved human subjects research protocol
- **Assigned coursework submitted for grading**  
As part of coursework submitted to an instructor in connection with a course assignment

\*Employees should **not** take it upon themselves to investigate any report of a sexual assault.

# Policy Against Discrimination, Harassment, and Related Interpersonal Violence

## YOUR REPORT SHOULD INCLUDE:

- Date, time and location of the assault, stalking and IPV;
- Details known to you regarding the assault, stalking and IPV;
- Date the incident was reported to you;
- Identity of the victim and perpetrator (if disclosed); and
- Your identity and contact information

Employees should **not** take it upon themselves to investigate any report of a sexual assault, stalking and IPV.

# Policy Against Discrimination, Harassment, and Related Interpersonal Violence

## ***PURPOSE:***

- Promote a safe campus environment
- Assist University employees in responding to reports of sexual assault, stalking and IPV in a timely and comprehensive manner
- Provide information to victims about medical treatment and on and off-campus support services
- When appropriate, facilitate on-campus investigation processes and/or foster involvement of UConn Police – The University reporting office (OIE) shares non-identifying information about the reported assault with the UConn Police

# Policy Against Discrimination, Harassment, and Related Interpersonal Violence

## WHEN DOES SEXUAL HARASSMENT RISE TO THE LEVEL OF SEXUAL ASSAULT?

- For purposes of the policy, “sexual assault consists of (1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (3) Consent.”
- The genders of the alleged victim and alleged perpetrator are irrelevant.
- The Policy Against Discrimination, Harassment, and Related Interpersonal Violence supplements, but does not replace, University Policies on sexual harassment and state law governing mandated reporters of child abuse.

# Policy Against Discrimination, Harassment, and Related Interpersonal Violence

## WHEN TALKING TO THE VICTIM

- Be compassionate and non-judgmental
- Use Sexual Violence Brochure to guide you
- Be direct about your obligation to report the assault to University officials pursuant to University policy and that OIE is an office that can offer them help.
- Remind the person that your conversation will be private but not confidential
- Offer assistance, including assisting them with obtaining necessary medical attention
- Offer to escort them to other resource office or alert OIE that individual may be coming
- Provide them with the resources listed in [www.titleix.uconn.edu](http://www.titleix.uconn.edu)
- Encourage them to self-report to the UConn Police, but let her/him make that choice

# Policy Against Discrimination, Harassment, and Related Interpersonal Violence

- Who is required to report sexual assault?

All employees (excluding student payroll)

- Can I promise a victim confidentiality?

No – your discussion can be “*private*” (not shared widely or unnecessarily) but not “*confidential*” unless a professional relationship requires it (i.e. medical doctor, psychologist, etc.)

- Can I arrange a meeting between the victim and accused?

No. Forced meetings or confrontations between the victim and accused are strictly prohibited

- Where do I report the assault?

OIE

- Do victims have options for confidential assistance?

Yes. Sexual Assault Crisis Center of Eastern CT; UConn’s Counseling and Mental Health Services; the Connecticut Coalition Against Domestic Violence

- What is the best way to respond?

Address safety and medical concerns first, including providing a list of resources to the victim. SAFE examinations available through UConn SHS. As soon as possible, report the assault to OIE



# BYSTANDER INTERVENTION

**“Bystander Intervention”** means the act of challenging the social norms that support, condone or permit sexual assault, stalking and intimate partner violence.” C.G.S. 10a-55m

A bystander is anyone who observes an emergency or a situation that looks like someone could use some help. They must then decide if they are comfortable stepping in and offering assistance.

A full range of options and levels of action from speaking to a resident assistant about an encounter in a residence hall to calling the police.

Interventions can occur with friends, acquaintances, and strangers, such as bartenders, designated drivers, professors, hotline staff, counselors, roommates, and others. Some interventions are best done by a group of friends and others are more effective in private, side conversations. Staying safe is always emphasized and balanced with keeping others safe. When people feel seriously threatened, authorities such as campus police should be called.

# RISK REDUCTION

**Risk reduction tips can often take a victim-blaming tone, even unintentionally. With no intention to victim-blame, and with recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless help someone reduce the risk of experiencing a non-consensual sexual act.**

- If you have limits, make them known as early as possible.
- Tell a sexual aggressor “NO” clearly and firmly.
- Try to remove yourself from the physical presence of a sexual aggressor.
- Find someone nearby and ask for help.
- Take affirmative responsibility for your alcohol intake/drug
- Take care of your friends and ask that they take care of you.

**These suggestions may help someone reduce your risk for being accused of sexual misconduct:**

- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you.
- Understand and respect personal boundaries.
- DON'T MAKE ASSUMPTIONS about consent
- If there are any questions or ambiguity then you DO NOT have consent.
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them.
- Don't take advantage of someone's drunkenness or drugged state, even if they did it to themselves.
- Realize that your potential partner could be intimidated by you, or fearful.
- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence and passivity cannot be interpreted as an indication of consent.

# APPLYING THE POLICIES

***WHAT WOULD YOU DO?***

[What Would You Do?](#)

# RETALIATION

- Retaliation against an individual for filing a complaint or charge of discrimination, participating in an investigation, or opposing discrimination practices is prohibited.
- An employer may not fire, demote, harass or otherwise “retaliate” against an individual for reporting or filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination.
- The standard for retaliation includes any action that would dissuade a reasonable individual from coming forward to report discrimination and/or to participate in an internal/external investigation.

# CONSEQUENCES AND RISKS

- Individuals who commit acts of sexual harassment may face disciplinary action.
- Disciplinary action may include: Verbal Counseling, Letters of Warning, Suspension and Termination.
- Individuals who commit acts of sexual harassment may be subject to both civil and criminal penalties.
- Harassers can be held personally liable if acting outside the scope of their employment.

# INTERNAL REPORTING

**Office of Institutional Equity,  
including the Title IX Coordinator**

*Claims by/against University employees*

*Title IX complaints by/against students*

(860) 486-2943

**UConn Police Department**

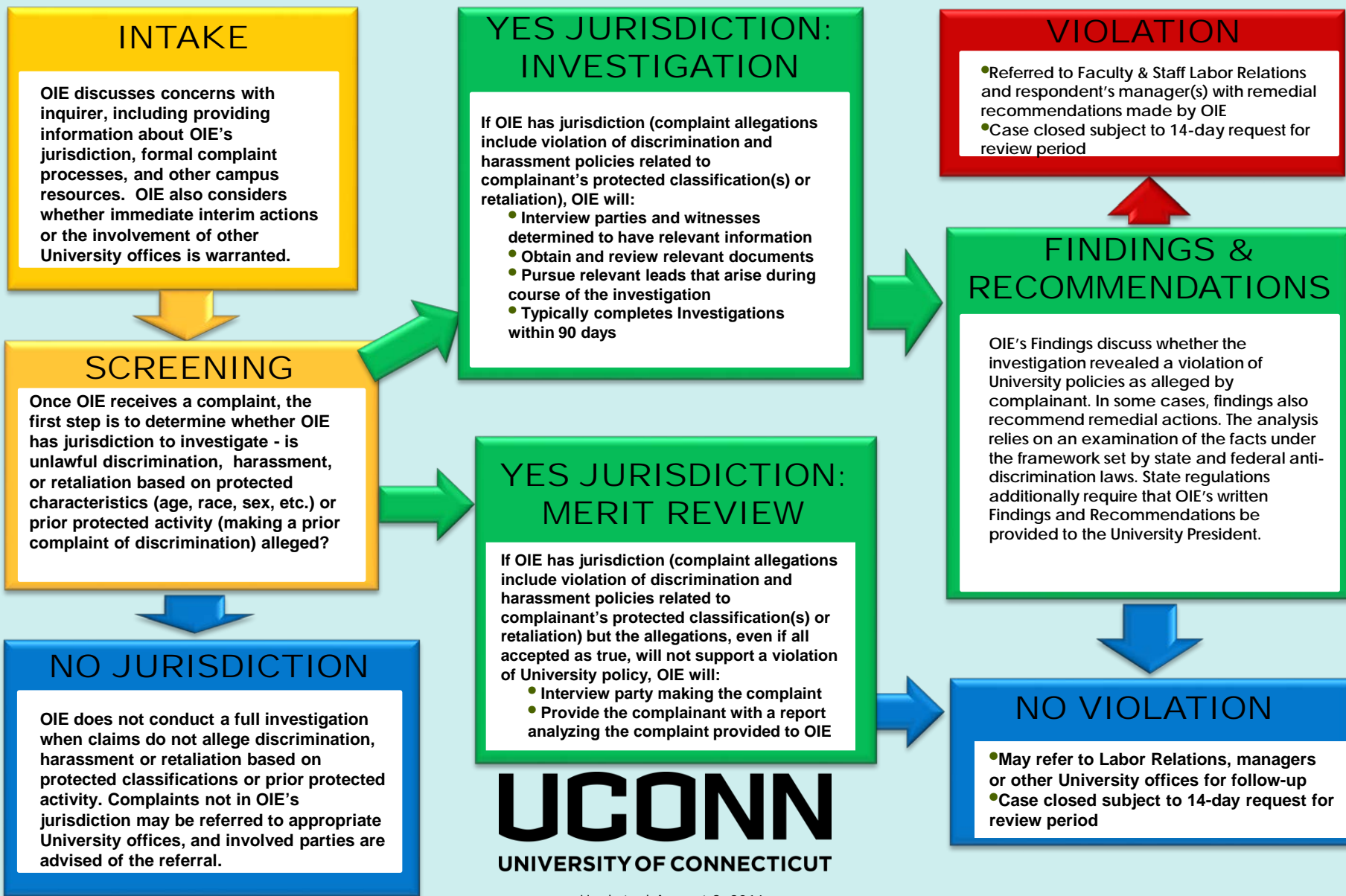
911 – emergencies

(860) 486-4800 (routine calls)

# WHAT TO EXPECT IF YOU FILE AN INTERNAL COMPLAINT

- All complaints are taken seriously.
- Confidentiality is maintained to the extent possible by law and consistent with adequate investigation.
- Retaliation, where established, will be dealt with and result in disciplinary action against the harasser.
- Coverage is extended to applicants, employees and third parties.

# OIE INVESTIGATIONS: WHAT TO EXPECT



**UConn**  
UNIVERSITY OF CONNECTICUT

Updated August 8, 2016  
Office of Institutional Equity



# EXTERNAL REPORTING

## CONNECTICUT LAW

### COMMISSION ON HUMAN RIGHTS & OPPORTUNITIES (CHRO)

21 Grand Street

Hartford, Connecticut 06106

(860) 541-3400 / (800) 477-5737

TTY: (860) 541-3459

State law requires that a formal written complaint be filed with the CHRO within **180 days** of the date when the alleged harassment occurred.

# EXTERNAL REPORTING

## FEDERAL LAW

### EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

John F. Kennedy Federal Building

475 Government Center

Boston, MA 02203

(617) 565-3200 / (800) 669-4000

TTY: (800) 669-6820

Federal law requires that a formal written complaint be filed with the EEOC within **300 days** of the date when the alleged harassment occurred (must be filed within 180 days to preserve state claims).

# EXTERNAL REPORTING

## FEDERAL LAW

### OFFICE FOR CIVIL RIGHTS (OCR)

Susan Rhodes, Regional Manager  
Office for Civil Rights  
U.S. Department of Health and Human Services  
Government Center  
John F. Kennedy Federal Building - Room 1875  
Boston, MA 02203  
Phone (800) 368-1019 Fax (617) 565-3809  
TDD (800) 537-7697

Complaints usually must be filed within **180 days** from the date of the alleged discriminatory act. OCR may extend the 180-day period if good cause to do so is shown.

# REMEDIES AVAILABLE

- Verbal Counseling
- Letters of Warning
- Suspension and/or Termination.
- Cease and desist orders
- Back pay
- Front pay
- Compensatory damages
- Hiring, promotion or reinstatement
- Attorney's Fees (if Commission enforcing federal anti-discrimination statutes)
- Punitive Damages (§1983 Claims)

# FREQUENTLY ASKED QUESTIONS

- Can I file an anonymous or confidential complaint?
- What if my supervisor is aware of the harassment and does nothing, or my supervisor is responsible for the harassment?
- What should I do if the behavior only happened once and there were no witnesses?
- If the sexually harassing behavior occurs off-site between two co-workers, does the University's Policy Against Discrimination, Harassment, and Related Interpersonal Violence apply?
- What should I do if I am not sure whether the behavior is sexual harassment?
- Other Questions?

# UNIVERSITY RESOURCES

## University Ombuds

Jim Wohl

(860) 486-5143

<http://ombuds.uconn.edu/>

## Department of Human Resources

(860) 486-3034 (Main Line)

<http://www.hr.uconn.edu/>

## Office of Audit, Compliance & Ethics

(860) 486-4526 (Main Line)

(888) 685-2637 (ReportLine)

[reportline@uconn.edu](mailto:reportline@uconn.edu)

<http://audit.uconn.edu/>

## Employee Assistance Program (EAP)

Gary Alger

(860) 486-1307

(800) 852-4392 (24 hours)

[http://www.hr.uconn.edu/employee\\_assistance.html](http://www.hr.uconn.edu/employee_assistance.html)

## Union Representative

(If Applicable)

## University Police Department

911 (Threats or acts of violence)

(860) 486-4800 (Routine calls)

(860) 486-4444 (Anonymous Tip Line)

[crimealerts@uconn.edu](mailto:crimealerts@uconn.edu) (Anonymous Email)

<http://police.uconn.edu/>

# UNIVERSITY RESOURCES

## **African American Cultural Center**

(860) 486-3433

<http://www.aacc.uconn.edu/>

## **Asian American Cultural Center**

(860) 486-0830

<http://www.asacc.uconn.edu/>

## **Puerto Rican/Latin American Cultural Center**

(860) 486-1135

<http://www.latino.uconn.edu/>

## **Rainbow Center**

(860) 486-5821

<http://rainbowcenter.uconn.edu/>

## **Women's Center**

(860) 486-4738

<http://www.womenscenter.uconn.edu/>

# REGIONAL CAMPUS RESOURCES

## Deans, Directors & AVPs

### **Avery Point**

Director: Annemarie Siefert (860) 405-9010

### **Hartford**

Director: Michael Menard - (860) 570-9208

### **Law School**

Dean: Timothy S. Fisher - (860) 570-5127

### **School of Social Work**

Dean: Nina Heller - (860) 570-9141

### **Stamford**

Director: Terrence Cheng - (203) 251-8510

### **Waterbury**

Director: William Pizzuto - (203) 236-9815



# REGIONAL CAMPUS RESOURCES

## REGIONAL CAMPUS STUDENT AFFAIRS CONTACTS

### **Avery Point - (860) 405-9024**

Trudy Flanery, Director of Avery Point Student Affairs

### **Hartford - (860) 570- 9318**

Paul Young, Director of Student Services

### **Law School - (860) 570-5132**

Jennifer Cerny, Director of Student Services

### **School of Social Work - (860) 570-9137**

Milagros Morrero-Johnson, Director of Student Services

### **Stamford - (203) 251-8487**

Erica Granoff, Director of Student Services

### **Waterbury - (203) 236-9847**

Stuart Brown, Exec. Program Director

# ZERO TOLERANCE!

A HARASSMENT-FREE

WORKPLACE & EDUCATIONAL

ENVIRONMENT

# THANK YOU!

The Office of Institutional Equity (OIE)

241 Glenbrook Road

Wood Hall – Unit 4175

Storrs, CT 06269-4175

Telephone: (860) 486-2943

<http://equity.uconn.edu/>

**Graduate Students – Have your Husky One Card Scanned**  
**Faculty/Staff - Sign an Attestation Sheet**