

**THE UNIVERSITY OF CONNECTICUT**

**UConn  
HEALTH**



**2016 ANNUAL CAMPUS SECURITY &  
SAFETY REPORT**

Published in the Year 2017

## A MESSAGE FROM THE CHIEF OF POLICE

On behalf of the men and women of the UConn Health Police Department, thank you for your interest in our Annual Security and Safety Report. The foremost concern of our Department is the safety and well-being of our students, faculty, staff, patients and visitors.

With your partnership, the Department of Police Services strives to create the safest environment for all who come to our campus to learn, work, visit and seek medical treatment. A truly safe campus can only be achieved through the cooperation of the entire campus community. With your help and participation and our commitment, I am confident that the time you spend with us will be safe and productive.

The information in this annual report is made available to you in compliance with The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, formerly The Student Right to Know Act of 1990. It is our hope that this information assists you in making intelligent, informed decisions. Please read it carefully and use the information to become partners with us in providing a safe and enjoyable experience as you become part of the university community.

If you have any questions, please contact our office **860-679-2511**.

Sincerely,  
Joe Curreri  
Chief of Police



### **PUBLIC SAFETY MISSION STATEMENT**

The mission of the UConn Health Police Department is to enhance the quality of life by providing a secure and safe environment through professional service to the University Community.

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## CAMPUS LAW ENFORCEMENT



### Police Department

The UConn Health Police Department, under the administration of the Chief of Police, is charged with a number of critical areas of responsibility relating to safety and security on campus for its students, employees, patients and visitors. Sworn officers are State employees and graduates of the Connecticut Police Officer Standards and Training Academy. In addition, each officer undergoes required annual in-service training, well above the minimum requirements mandated by Connecticut statutes, to maintain and improve their skills as police officers.

### Enforcement and Arrest Authority

The UConn Health Police Department is established pursuant to Section 10a-142 of the Connecticut General Statutes as an organized police department with the same authority and responsibilities as any municipal police department in the State of Connecticut.

### Working Relationship with Other Law Enforcement Agencies

The UConn Health Police Department works closely with the Farmington Police Department, Connecticut State Police and various Federal agencies and local police departments throughout the state in accordance with Connecticut General Statute, Chapter 104, Sec. 7-277a (police assistance agreements).

### Campus Security Information

UConn Health Police, on duty 24/7, conduct highly visible vehicle and foot patrols and are responsible for enforcing all State of Connecticut laws, both criminal and motor vehicle.

The UConn Health Police Department provides the following services: The Police Department consists of fully certified police officers who provide a variety of policing services throughout UConn Health facilities to include patrol, traffic control and enforcement, criminal investigations, and community relations activities. Buildings and Grounds Patrol Officers provide security coverage 24 hours a day in the John Dempsey Hospital Emergency Department, assisting motorists who are locked out of their vehicles and escort services are provided on request. The Department operates the UConn Health Emergency Dispatch Center where calls for service are received and both police and fire services are dispatched. The UConn Health locksmiths are also assigned to the Police Department. The post 911 era has brought significant additional responsibilities to the UConn Health Police Department. The division has played a critical role in planning responses to bio-terrorism events. As a participant in the Capitol Region Emergency Plan, UConn Health Police Department has access to the full resources of police, fire and emergency medical services in the region. Situated in the Town of Farmington, UConn Health works closely with the public safety services in the town, and there are reciprocal agreements for police and fire services as needed.

### Escort Service

Escorts are provided for personal safety and security concerns. The escort service telephone number can be called internally at ext. 2121 or externally at 860-679-2121. An officer will meet with you at the entrance most convenient for you and will accompany you to your vehicle. Telephone access for this service is available 24 hours a day.

## CAMPUS SECURITY INFORMATION

### Fire and Medical Services



The UConn Fire Department contributes significantly to the safety and well-being of the community through their regular, highly visible patrols. The fire department provides fire prevention/suppression services to the campus. Through employee/student orientations and various training programs, individuals are schooled in fire safety and reporting techniques. The fire department has paramedics who respond to all medical calls on campus. The UConn Fire Department is recognized as among the best trained in the State of Connecticut in responding to bio-terrorism events.

### Daily Crime Logs

The UConn Health Police Department maintains a Daily Crime Log that records the date the incident was reported and all crimes and other serious incidents that occur within the department's patrol jurisdiction. This log is available for public inspection and includes the nature, date, time, and general location of each crime reported to the department.

### Timely Warnings

UConn Health Police Department issues Crime Alerts when necessary to keep the campus community informed about security and safety matters. The Alerts will be sent via UConn Health Lifeline and through the Everbridge mass notification system. The decision to issue a Crime Alert is made on a case-by-case basis after reviewing all the facts, including the nature of the crime, the continuing threat to the campus community, and the risk of compromising law enforcement efforts. Notification may be made utilizing UConn Health Lifeline, e-mail, text message, voice mail, and web page. These notifications are disseminated with the goal of notifying as many people as possible, as rapidly as possible. Testing is done on an annual basis or more often if needs dictate.

### Reporting of Crimes or Emergencies

UConn Health has its own emergency telephone number, 7777, which is answered at the police dispatch center. Emergency help—police, fire or medical—will immediately be dispatched. Those reporting emergencies may also dial 911. Those calls will be answered by the Farmington Police Department Regional Dispatch Center who will transfer UConn Health related emergencies to the UConn Health Dispatch Center. Emergency Blue Telephones are also located throughout the campus. If you are a victim of a crime or you have witnessed a crime but there is no immediate danger or emergency, call UConn Health Police at 860-679-2121 (or 2121 from any university phone). Reports may also be made in person at the UConn Health Police Department, LG 044, or to officers on patrol.

### Voluntary and Confidential Reporting of Crimes

Except as noted below, UConn Health does not have a reporting system for annual crime statistics that is both voluntary and confidential. Victims or witnesses to a crime are encouraged to report what they know about a crime to the police. UConn Health Police welcome all such information and, under some circumstances, will safeguard confidentiality. However, neither the police nor the University can guarantee confidentiality in all instances, particularly where the information pertains to an offense or an alleged offender that may affect the safety of others on campus. Indeed, in such cases a University employee (except a medical practitioner or professional counselor) may be required to divulge information to the police or others on a need to know basis. Pastoral and professional mental health counselors are encouraged to gather information on crimes reported to them, on a voluntary and confidential basis, for inclusion in the annual security report.

## **EMERGENCY BLUE TELEPHONES**

UConn Health has an extensive network of emergency blue telephones located throughout campus in well-lit areas, including the Campus Parking Garages and near all elevators. The call boxes are connected directly to the UConn Health Police Dispatch Center and are monitored 24-hours a day, 7 days a week, including all holidays.

The call boxes can be used to:

- Request help
- Report a crime
- Report suspicious activities
- Request an escort
- Any other type of emergency you may encounter

If you need help, simply press the button on the emergency blue telephone. Your call will be answered and you will be asked to explain your situation so the appropriate help can be sent to your location. As part of safety preparedness, you are encouraged to be aware of the locations of the nearest emergency blue telephone around campus.

## **Emergency Blue Telephone Surveys**

Surveys are conducted monthly by the UConn Health Police Department to ensure that the equipment is in working order. If the equipment is found to be non-operational, a repair request is given to the responsible campus department. UConn Health makes every effort to promote safety. Facilities Development & Operations also conduct regular safety inspections.

## **SECURITY AWARENESS PROGRAMS AND CRIME PREVENTION**

The UConn Health Police Department attempts to prevent crimes from occurring rather than react to them after the fact. The goal of crime prevention is to eliminate or minimize criminal opportunities whenever possible and to encourage and empower students, faculty, and staff to be responsible for both their own safety and the safety of others. During New Student and New Employee Orientations, UConn Health Police Department gives a presentation on how to react and identify an active shooter situation on campus. The presentation includes a short video. They are educated about how to react to an active shooter situation on campus by the UConn Health Police. This program is also offered throughout the year.

The UConn Health Police Department also gives presentations on “Workplace Violence” during New Employee Orientation to assist them in identifying, preventing and handling workplace violence. The Medical School and School of Dental Medicine also provide additional safety information during New Student Orientation.

The UConn Health Police Department provides Rape Aggression Defense (RAD) training for female students and employees. When available, registration announcements for RAD training are published in the UConn Health Lifeline.

Awareness, cooperation and involvement are critical to the success of any campus safety program. Students and staff must assume responsibility for their own personal safety and the security of their personal belongings by taking some simple, common sense precautions. For example, do not jog alone at night. When walking at night, walk with someone and only in well-lighted areas. When in doubt, call the police department escort service or familiarize yourself with the shuttle bus service and take the bus. Staff and students should not work or study alone in empty buildings late at night unless they lock themselves in and notify the police department. Cars should be kept locked whenever parked and valuables should be locked out of sight in the trunk. Do not leave books, bags, purses, backpacks, laptops, etc., unattended in the library, lecture halls, cafeteria, hallways or classrooms. When possible, lock your pocketbook in a desk or file cabinet and keep your wallet on your person or lock it up as well. Finally, if you observe suspicious persons or activities in or around your work area or anywhere else on campus, call the UConn Health Police Department at ext. 2121 (860- 679-2121). If you observe unsafe or dangerous conditions in your travels around the campus, do not hesitate to report them to the police to initiate corrective action.

## **POLICE ADMINISTRATIVE SERVICES - OVERVIEW**

### **Police Administrative Services**



The Police Administrative Services staff is responsible for administrative support to the police, locksmith, and fire departments. The office staff processes ticket appeals, parking citation payments, key requests, card access requests for UConn Health ID badges, and background investigations which are required for all UConn Health employees, students, vendors, contractors and volunteers. The Police Administrative Services staff is also responsible for fiscal issues such as managing expenditures, preparing budgets, and office management. The Police Administrative Services office is located in room LG041 and is available to assist you from 8 a.m. to 4 p.m., Monday through Friday, 860-679-2511. In order to better serve employees on the third shift, the UConn Health Police Department has expanded the hours available to obtain ID badges. All employees can obtain ID badges on Monday, Wednesday, and Friday, from 6 a.m. to 10:30 a.m. and 1:30 p.m. to 3:30 p.m. at the Police Administration Office (Room LG041).

### **Locksmiths**

As part of Police Administrative Services, the locksmiths work in conjunction with the UConn Health Police and Fire Departments to provide a safe and secure environment for both the UConn Health community and the public that come to the facility on a daily basis.

All key requests and locksmith services are processed through our online system, FAMIS®. All requests must be processed through the self-service module or the work cannot be scheduled.

The system is divided into two sections – one for all UConn Health standard door key requests and one for all other locksmith services. There are separate processes for each.

### **Business System Analyst**



The Business System Analyst works for the UConn Health Police Department and manages and maintains all of the access control and the various security systems in use across the campus. This includes card access devices, as well as alarm point monitoring, intrusion detection and CCTV (video surveillance) systems.

### **UConn Health**

UConn Health is comprised of the Schools of Medicine, Dental Medicine and Clinical Operations. Clinical Operations includes the John Dempsey Hospital, UConn Medical Group and University Dentists. UConn Health is located on 180 acres in the Town of Farmington, five miles west of Hartford, the capital city. Farmington is a residential suburb in the Hartford Metropolitan area that has retained its distinctive character through maintenance of its historic districts and careful land use planning for the future. Several office parks, large retirement communities and condominium developments contribute to an interesting economic and demographic mix.

## **UConn Health continued**

UConn Health is an open, non-residential campus. As a leading research center and teaching hospital, many of its buildings are active on a seven-day, twenty-four-hour basis. There are 927 students and 5,518 employees, 3,918 of which are considered full time equivalents. With approximately 2,100 outpatient visits per day, as well as numerous visitors, there is an effective population of approximately 8,000.

Additional UConn Health facilities are located in Hartford and the towns of East Hartford, West Hartford, Avon, Canton, New Haven, Simsbury, Plainville, Putnam and Southington.

### **Clery Act Overview**

The "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998", commonly referred to as the "Clery Act", requires institutions of higher education receiving federal financial aid to report specified crime statistics on college campuses and to provide other safety and crime information to members of the campus community.

UConn Health provides crime information and statistics to the public in a variety of ways. In addition to the Clery Act, UConn Health provides the United States Department of Justice crime statistics that are classified pursuant to the Uniform Crime Reporting (UCR) Program administered by the FBI. These statistics are reflected in the annual Crime in Connecticut publication which is the annual report of the Uniform Crime Reporting Program of the State of Connecticut, Division of State Police, as well as the FBI Crime in the United States publications.

### **Campus Security Authority**

Campus Security Authority (CSA) is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution.

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings.
- An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

### **UConn Health Campus Security Authority Personnel include but are not limited to:**

The Chief of Police, Chief Administrative Officer, Human Resources Vice President, Associate Vice President for the Office of Institutional Equity/Title IX Coordinator, Dean School of Medicine, Dean School of Dental Medicine, Dean Graduate School, Associate Dean of Faculty Affairs, Chief Executive Officer of Clinical Operations and Administration, Director of UConn Medical Group (UMG), Associate Vice President Ancillary & Business Support, Director of Nursing and Education, Chief Executive Officer/Chief Operating Officer John Dempsey Hospital, Director of Regulatory and Patient Support and Chief Nursing Officer.

## Annual Disclosure of Crime Statistics

As required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the UConn Health Police Department's yearly crime statistics are compiled on a calendar-year basis in accordance with the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting (UCR) system. The report includes statistics for the previous three years concerning crimes that occurred on campus and were reported to UConn Health Police or designated campus officials. Additionally, these statistics include persons referred for campus disciplinary action for categories required by the Clery Act, including liquor and drug law violations and illegal weapons possession. Statistical information for certain off-campus locations or property owned or controlled by the University, as well as public property within or immediately adjacent to and accessible from campus, are collected or requested from the neighboring police departments. The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the University community obtained from the following sources: the UConn Health Police Department, Farmington Police, West Hartford Police, Hartford Police, East Hartford Police, Avon Police, Simsbury Police, Southington Police, Canton Police, New Haven Police Department and the Connecticut State Police, and individuals identified as Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year in which the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities.

All of the statistics are gathered, compiled, and reported to the UConn Health community via the Annual Security and Safety Report, which is published by the UConn Health Police Department. Our data is sent to the UConn Police Department at the Storrs Campus. UConn Police Department submits the annual crime statistics published in the Report to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

### Classifying Crime Statistics

The statistics that begin on page 12 are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and the Clery Act.

The number of victims involved in a particular incident is indicated for the following crime classifications: murder/non-negligent manslaughter, negligent manslaughter, forcible and non-forcible sex offenses, and aggravated assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart.

The number of incidents involving a particular offense is indicated for the following crime categories (includes one offense per distinct operation): robbery, burglary, larceny, and arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart.

In cases of motor vehicle theft, each vehicle stolen is counted.

In cases involving liquor law, drug law, and illegal weapons violations, each person who was arrested is indicated in the arrest statistics. If an arrest includes offenses for multiple liquor or drug law violations, it is only counted as a drug law violation since it is the more egregious offense.

The statistics captured under the "Referred for Disciplinary Action" section for liquor law, drug law, and illegal weapons violations indicate the number of people who are referred to the student conduct system in the Office of Community Standards and the allegation falls under a Clery definition. Such statistics indicate Community Standards received a referral and a record of the action is on file. Whether or not the student is found "responsible" for violating *The Student Code* has no impact on statistical reporting.

Statistics for hate crimes are counted in each specific Clery reportable crime category and therefore are part of the overall statistics reported for each year. The only exception to this is the addition of a bias-motivated simple assault resulting in bodily injury; the law requires that this statistic be reported as a hate crime even though there is no requirement to report the crime in any other area of the compliance document.

## Sexual Misconduct Reporting Options

### Reporting to UConn Health

Complainants (or others who become aware of an incident of Prohibited Conduct) are encouraged to report the incident to the University by contacting the Title IX Coordinator, Elizabeth Conklin, in the Office of Institutional Equity by telephone, email, or in person during regular office hours (8am-5pm, M-F):

Office of Institutional Equity and the Title IX Coordinator  
16 Munson Road, 4th Floor  
Farmington, Connecticut  
(860) 679-3563  
[equity@uconn.edu](mailto:equity@uconn.edu)  
<http://equity.uconn.edu>

There is no time limit for a Complainant to report Prohibited Conduct to the University under this Policy;<sup>[6]</sup> however, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer a Student or an Employee, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

The University will not pursue disciplinary action against complainants or witnesses for disclosure of illegal personal consumption of drugs or alcohol where such disclosures are made in connection with a good faith report or investigation of Prohibited Conduct.

### Reporting to Law Enforcement

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the State of Connecticut criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking, and Physical Assault. See Title 53a of the Connecticut General Statutes for the State of Connecticut's Penal Code ([https://www.cga.ct.gov/current/pub/chap\\_950.htm](https://www.cga.ct.gov/current/pub/chap_950.htm)). Whether or not any specific incident of Prohibited Conduct may constitute a crime is a decision made solely by law enforcement. Similarly, the decision to arrest any individual for engaging in any incident of Prohibited Conduct is determined solely by law enforcement and not the University. Such decisions are based on a number of factors, including availability of admissible evidence.

Complainants have the right to notify or decline to notify law enforcement. In keeping with its commitment to take all appropriate steps to eliminate, prevent, and remedy all Prohibited Conduct, the University urges Complainants (or others who become aware of potential criminal conduct) to report Prohibited Conduct immediately to local law enforcement by contacting:

- i. 911 (for emergencies)
- ii. University Police (for non-emergencies)
  1. **Storrs** (860) 486-4800
  2. **Avery Point** (860) 405-9088
  3. **Greater Hartford** (860) 570-5173
  4. **Law School** (860) 570-5173
  5. **Stamford** (203) 223-4270
  6. **Hartford** (860) 486-4800
  7. **Waterbury** (203) 236-9950
  8. **UConn Health** (860) 679-2121
- iii. State Policy (for conduct occurring off campus in Connecticut) (800) 308-7633

## Continued Sexual Misconduct Reporting Options

Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking protective and restraining orders. Although a police report may be made at any time, Complainants should be aware that delayed reporting may diminish law enforcement's ability to take certain actions, including collecting forensic evidence and making arrests. The University will assist Complainants in notifying law enforcement if they choose to do so. Under limited circumstances posing a threat to health or safety of any University community member, the University may independently notify law enforcement.

UConn Health Police Department  
Emergency dial 7777 or 911  
263 Farmington Avenue, MC 3625  
Farmington, Connecticut  
(860) 679-2121  
[psda@uchc.edu](mailto:psda@uchc.edu)  
<http://police.uchc.edu>

### Employee Reporting

The University cares deeply about supporting victim-survivors and protecting community safety. Therefore, under [UConn's Policy Against Discrimination, Harassment, and Related Interpersonal Violence](#), most employees who witness or receive a report of sexual assault must report the incident to the [Office of Institutional Equity \(OIE\)](#).

While a victim-survivor's conversation with any University employee will be kept private (will not be shared unnecessarily with others), only a conversation with a confidential resource can be kept confidential (will not be shared with anyone without the express consent of the victim-survivor).

Under the federal Clery Act, many employees also have a duty under federal law to report crimes to the UConn Health Police Department. Their report to police will include the date, time, and place of the incident, but not the identity of the victim-survivor.

### Violence Against Women Act Amendments to Clery: New Crimes

On July 14, 2014, the Department of Education issued a "Dear Colleague Letter" which gave further information on compliance with the 2013 Violence Against Women Act amendments to the Clery Act. To read this letter, please visit: <http://www.ifap.ed.gov/dpcletters/GEN1413.html>

According to this letter, the amendments to the Clery Act "define the new crime categories of domestic violence, dating violence, and stalking in accordance with section 40002(a) of the Violence Against Women Act of 1994 as follows:

"Domestic violence" means a "felony or misdemeanor crime of violence committed by—

- a current or former spouse or intimate partner of the victim,
- a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies [under VAWA], or
- any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

**Continued**

**Violence Against Women Act Amendments to Clery: New Crimes**

**“Dating violence”** means “violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; 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.”

**“Stalking”** means “engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

-fear for his or her safety or the safety of others; or

-suffer substantial emotional distress.”

In Connecticut, it is illegal for someone to physically assault, stalk or threaten you even if that person is a member of your family or household, or is someone you have dated. Connecticut defines family or household member to include any of the following persons regardless of their age: Spouse or former spouse, Parents or their children, Persons related by blood or marriage, Persons other than those related by blood or marriage but who presently reside together or have resided together (e.g.; roommates), Persons who have a child in common regardless of whether they have ever been married or lived together, Persons who are currently in or who have recently been in a dating relationship. Please note that college roommates are included in the data below for domestic violence.

A violation of The Student Code will be found where: (a) submission to sexual 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 an intimidating, hostile, or offensive learning or working environment. Sexual harassment creates a hostile environment when the harassment is sufficiently severe or pervasive to deny or limit a student's or employee's ability to participate in or benefit from the academic or work environment. State and federal law protect individuals from discrimination or discriminatory harassment in connection with employment and all academic, educational, extracurricular, athletic or other programs of a school. This protection extends to conduct that occurs both on and off University property.

Examples of sexual harassment include, but are not limited to:

- Unwelcome sexual advances
- Requests or attempts to extort sexual favors
- Sexual violence
- Inappropriate touching
- Suggestive comments
- Public display of pornographic or suggestive calendars, posters, or signs
- 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 gender-harassment and are similarly prohibited.

### **Uniform Campus Crime Report**

In accordance with the Connecticut General Statutes, Section 10a-55, Campus Crime and Security, each institution of higher education within the state is required to annually prepare a Uniform Campus Crime Report (UCCR) concerning crimes committed on campus in the immediately preceding calendar year. The institution notifies all prospective students and new employees at the time of hire and all students and employees annually at the beginning of the academic year of the availability of the UCCR, and, upon request, provide it to any such applicant, employee or student. The information is provided at new student and employee orientations. In addition, each institution must maintain information concerning current security policies and procedures.

**UConn Health  
Uniform Campus Crime Report**

**Farmington Campus**

<b>CRIME CATEGORY-On Campus</b>	<b>2014</b>	<b>2015</b>	<b>2015 Unfounded</b>	<b>2016</b>	<b>2016 Unfounded</b>
Murder/Non-negligent manslaughter	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	1	0	0	0	0
Burglary	0	0	0	2	0
Motor Vehicle Theft	0	0	0	0	0
Arson	0	0	0	0	0
Rape	0	0	0	0	1
Fondling	1	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Liquor Violations (arrests)	0	0	0	0	0
Liquor Violations Referrals	0	0	0	0	0
Drug Violations (arrests)	7	2	0	0	0
Drug Violations Referrals	0	0	0	0	0
Weapons Violations (arrests)	0	0	0	0	0
Weapons Violations Referrals	0	0	0	0	0
<b>Totals</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>

**Hate Crimes Farmington On-Campus**

2014: No Hate Crimes reported on-campus.

2015: One on-campus incident Intimidation characterized by Race.

2016: One Unfounded incident reported on-campus.

**UConn Health  
Uniform Campus Crime Report**

<b>CRIME CATEGORY-Public Property</b>	<b>2014</b>	<b>2015</b>	<b>2015 Unfounded</b>	<b>2016</b>	<b>Unfounded</b>
Murder/Non-negligent manslaughter	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	0	0	0	0	0
Burglary	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0
Arson	0	0	0	0	0
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Liquor Violations (arrests)	0	0	0	0	0
Liquor Violations Referrals	0	0	0	0	0
Drug Violations (arrests)	2	0	0	0	0
Drug Violations Referrals	0	0	0	0	0
Weapons Violations (arrests)	0	0	0	0	0
Weapons Violations Referrals	0	0	0	0	0
<b>Totals</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Hate Crimes Public Property**

2014: No Hate Crimes reported.

2015: No Hate Crimes reported.

2016: No Hate Crimes reported

**UConn Health  
Uniform Campus Crime Report**

**Non - Campus Buildings or Properties**

<b>CRIME CATEGORY</b>	<b>2014</b>	<b>2015</b>	<b>2015 Unfounded</b>	<b>2016</b>	<b>Unfounded</b>
Murder/Non-negligent manslaughter	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	0	0	0	1	0
Burglary	0	1	0	1	0
Motor Vehicle Theft	0	0	0	0	0
Arson	0	0	0	0	0
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Liquor Violations (arrests)	0	0	0	0	0
Liquor Violations Referrals	0	0	0	0	0
Drug Violations (arrests)	0	1	0	0	0
Drug Violations Referrals	0	0	0	0	0
Weapons Violations (arrests)	0	0	0	0	0
Weapons Violations Referrals	0	0	0	0	0
Totals	0	2	0	2	0

**Hate Crimes Non - Campus Buildings or Properties**

2014: No Hate Crimes reported.

2015: No Hate Crimes reported.

2016: No Hate Crimes reported

**UConn Health  
Uniform Campus Crime Report**

	2014	2015	2015 Unfounded	2016	2016 Unfounded
<b>Domestic Violence</b>					
On Campus	2	1	0	1	0
Non-Campus Property	0	0	0	0	0
Public Property	0	0	0	0	0
<b>TOTAL</b>	2	1	0	1	0
<b>Dating Violence</b>					
On Campus	0	0	0	0	0
Non-Campus Property	0	0	0	0	0
Public Property	0	0	0	0	0
<b>TOTAL</b>	0	0	0	0	0
<b>Stalking</b>					
On Campus	0	0	0	0	0
Non-Campus Property	0	0	0	0	0
Drug Violations Referrals	0	0	0	0	0
Public Property	0	0	0	0	0
<b>TOTAL</b>	0	0	0	0	0

\*The above categories of Domestic Violence, Dating Violence, and Stalking were new reportable statistics in the 2014 Annual Security Report.

**Larcenies/Thefts reported to UConn Health Police  
On Campus Only**

Crime Category	2014	2015	2016
<b>On Campus</b>	33	22	26
Totals	33	22	26

## UNIVERSITY POLICIES

### **Policy on Alcoholic Beverage and Illegal Drugs**

Students at UConn Health are expected to become aware of and abide by state laws and University regulations regarding use of alcohol and illegal drugs. The UConn Health alcohol beverage policy is designed to be consistent with the laws of the state of Connecticut, which, in general, prohibit the possession, consumption and serving of alcoholic beverages by and to persons less than 21 years of age. State law prohibits possession, use, manufacture, or distribution of illegal substance or drug paraphernalia or of any illegal drug or narcotic, including barbiturates, hallucinogens, amphetamines, cocaine, opium, heroin, marijuana or any other substance not chemically distinguishable from them except as authorized by medical prescription.

### **Policy Statement:**

It is the policy of UConn Health that the unlawful possession, use or distribution of illicit drugs and/or alcohol will not be tolerated. Suspected violations of this policy will be investigated vigorously and violators subjected to disciplinary action up to and including termination. If the violation constitutes a crime, criminal sanctions may also be invoked. Through education and oversight, UConn Health will strive to keep this campus free of illicit drugs and inappropriate alcohol consumption. UConn Health will assure that the availability of the Employee Assistance Program (EAP) and the Confidential Help for Impaired Professionals (CHIPS) are communicated to staff and students. Employees or students with drug or alcohol abuse problems are urged to seek assistance through the EAP or CHIPS. UConn Health supports those who seek help voluntarily. At the same time, it will be firm in disciplining those who violate this policy.

### **Substance Abuse Assistance Resources at UConn Health:**

There are numerous resources available to staff and students seeking assistance in dealing with substance abuse. In addition to those listed below, those with private health insurance may access other resources.

#### **Employee Assistance Program**

**EAP Phone: (860) 679-2877, CT toll-free: 800-852-4392**

**Web: <http://eap.uchc.edu>**

**Email: [uchc\\_eap@uchc.edu](mailto:uchc_eap@uchc.edu)**

Provides confidential assessment and referrals for employees seeking assistance in dealing with substance abuse.

#### **Confidential Help for Impaired Professional Students (CHIPS)**

**CHIPS HOTLINE (860) 679-4485**

**CHIPS Director (860) 679-4485**

**Email: [CHIPS@uchc.edu](mailto:CHIPS@uchc.edu)**

**CHIPS WEBSITE: [chips.uchc.edu](http://chips.uchc.edu)**

Provides early identification and confidential assistance to a student who is abusing alcohol or drugs. The resources of CHIPS are available to any student. Referrals are made through a CHIPS Council member and are held in strictest confidence. CHIPS Council members may be located on the CHIPS website. Additional details are available on the website and in the student handbook.

### **Policy Against Discrimination, Harassment, and Related Interpersonal Violence**

The University of Connecticut (the "University") is committed to maintaining a safe and non-discriminatory learning, living and working environment for all members of the University community – students, employees, and visitors. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of safety and mutual respect. All members of the University community are

**Continued**  
**UNIVERSITY POLICIES**

responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination, discriminatory harassment or interpersonal violence. Discrimination diminishes individual dignity and impedes equal employment and educational opportunities.

The University does not unlawfully discriminate in any of its education or employment programs and activities on the basis of an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran's status, prior conviction of a crime, workplace hazards to the reproductive system, gender identity or expression, or membership in any other protected classes as set forth in state or federal law. To that end, this 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 (the "Policy") prohibits specific forms of behavior that violate state and federal laws, including but not limited to Title VII of the Civil Rights Act of 1964 ("Title VII"), Title IX of the Education Amendments of 1972 ("Title IX"), the Violence Against Women Reauthorization Act of 2013 ("VAWA"), and related state and federal anti-discrimination laws. Such behavior may also require the University to fulfill certain reporting obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"), as amended by VAWA, and Connecticut state law regarding reporting suspected child abuse and neglect.

The University prohibits discrimination, as well as discriminatory harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, sexual or gender-based harassment, complicity in the commission of any act prohibited by this Policy, retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this Policy (collectively, "Prohibited Conduct"<sup>[1]</sup>). These forms of Prohibited Conduct are unlawful and undermine the mission and values of our academic community. In addition, inappropriate amorous relationships with employees in positions of authority can undermine the University's mission when those in positions of authority abuse or appear to abuse their authority.

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. In addition, the University conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this Policy.

A student or employee determined by the University to have committed an act of Prohibited Conduct is subject to disciplinary action, up to and including separation from the University. Third Parties who commit acts of Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

It is the responsibility of every member of the University community to foster an environment free of Prohibited Conduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The University will support and assist community members who take such actions.

**Continued**  
**UNIVERSITY POLICIES**

Retaliation against any individual who, in good faith, reports or participates in the reporting, investigation, or adjudication of Prohibited Conduct is strictly forbidden.

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. Where the date of the Prohibited Conduct precedes the effective date of this Policy, the definitions of misconduct in effect at the time of the alleged incident(s) will be used. The procedures under this Policy, however, will be used to investigate and resolve all reports made on or after the effective date of this Policy, regardless of when the incident(s) occurred.

### **Title IX Coordinator**

The Title IX Coordinator is charged with monitoring the University's compliance with Title IX, ensuring appropriate education and training, coordinating the University's investigation, response, and resolution of all reports under this Policy and ensuring appropriate actions to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The Office of Institutional Equity oversees reports involving Students, Employees and Third Parties. The University has also designated Deputy Title IX Coordinators who may assist the Title IX Coordinator in the discharge of these responsibilities. The Title IX Coordinator and Deputy Title IX Coordinators receive ongoing appropriate training to discharge their responsibilities.

Concerns about the University's application of Title IX may be addressed to the Title IX Coordinator. Additionally, concerns about the University's application of Title VII and/or other federal and state anti-discrimination laws may be addressed to the Office of Institutional Equity.

### **Workplace Violence**

The State of Connecticut has Zero Tolerance towards Workplace Violence. All threats or acts of violence must be reported to the UConn Health Police Department at ext. 2121 (860-679-2121). In addition, all who witness threats or acts of violence must complete a Violent Incident Report Form. When appropriate, a Threat Assessment Team evaluates and assures follow up to violent incidents. Copies of the Workplace Violence Policy and the violent Incident Report Form are available on both the Human Resources Website and the Audit and Compliance Website.

**Workplace Violence is defined as: "Any physical assault, threatening behavior, or verbal abuse occurring in the work setting. It includes, but is not limited to, beatings, stabbings, suicides, rapes, near suicides, psychological traumas, such as threats, obscene phone calls, an intimidating presence, and harassment of any nature such as being followed, sworn, or shouted at."**

### **Weapons on Campus**

Possession and/or use of firearms, fireworks, dangerous weapons and hazardous chemicals is strictly prohibited and in many cases violates state law. This applies to students and employees except where authorized to handle weapons or chemicals.

### **Addressing Sexual Harassment**

Incidents of sexual harassment, in which the alleged perpetrator is a staff or faculty member, should be reported to the Office of Institutional Equity (OIE) (860-679-3563).

"Sexual harassment may involve the behavior of a person of either sex relative to a person of the opposite or same sex, and occurs when such behavior constitutes unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical behavior of a sexual nature where: Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education, employment or eligibility for clinical treatment or other Health Center services;

**Continued**  
**UNIVERSITY POLICIES**

Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions, or any other decisions affecting the individual's ability to work, study, receive clinical treatment and/or perform other services on behalf of the Health Center;

Such conduct has the purpose or effect of substantially interfering with an individual's ability to work, study, receive clinical treatment and/or perform other services on behalf of the Health Center, academic or work performance, or creates an intimidating, hostile, offensive learning, working or clinical treatment environment.

Sexual harassment can encompass a wide range of inappropriate behavior, including, but not limited to: sexual remarks or innuendo, suggestive comments, sexually oriented remarks or jokes, physical contact or explicit sexual propositions.”

### **Sexual Misconduct Support Services**

The University offers a wide range of resources for all Students and Employees to provide support and guidance in response to any incident of Prohibited Conduct. Comprehensive information on accessing University and community resources is contained online at the following sites:

- Sexual assault, sexual exploitation, intimate partner violence, sexual or gender-based harassment, and stalking: [titleix.uconn.edu](http://titleix.uconn.edu)
- Discrimination and discriminatory harassment where the Respondent is an Employee or Third Party: [equity.uconn.edu](http://equity.uconn.edu)
  
- Related Student Code violations where the Respondent is a Student: [community.uconn.edu](http://community.uconn.edu)

Available resources include: emergency and ongoing assistance; health, mental health, and victim-advocacy services; options for reporting Prohibited Conduct to the University and/or law enforcement; and available support with academics, housing, and employment.

Confidential resources are also available and do not require you to report the incident to the Office of Institutional Equity (OIE):

### **Connecticut Alliance to End Sexual Violence**

Statewide Hotline: 1-888-999-5545 (24/7)

Spanish Hotline: 1-888-568-8332 (24/7)

- Support for victim-survivors of sexual violence
- Hotline services 24 hours a day, 7 days a week
- Crisis and short-term counseling
- Information & referral services
- Hospital, police, and court accompaniment

### *Connecticut Coalition Against Domestic Violence*

*Statewide Hotline: 1-888-774-2900 (24/7)*

- Support for victim-survivors of domestic or dating violence and stalking
- Hotline services 24 hours a day, 7 days a week
- 24-hour crisis counseling

**Continued**  
**UNIVERSITY POLICIES**

**UConn Health Student Mental Health Service**

195 Farmington Avenue, Suite 2000, Office 2001  
Farmington, Connecticut  
Phone: 860-679-5435

- The Student Mental Health Service provides evaluation and treatment to medical, dental and graduate students of the University of Connecticut. While stress management is often a focus of treatment students are seen for a variety of other issues.
- The service is free. There is no co-pay and you do not need to use your insurance.

**UConn Health Employee Assistance Program**

195 Farmington Avenue, Suite 2000  
Farmington, Connecticut  
Phone: 860-679-2877, toll free 800-852-4392

- Office hours M-F 8:00am-5:00pm
- 24 hours per day, 7 days per week toll-free availability for all employees
- Assessment, brief counseling and referrals for troubled employees and immediate family members

**Sexual Assault Reporting**

Sexual violence (sexual assaults and other forms of intimate partner violence) continues to be of great concern on campuses across the country. UConn Health wants you to know first and foremost that **sexual violence is a crime**. The UConn Health Police Department will vigorously investigate all reported sexual violence and will work closely with victims, victim's service agencies, other law enforcement agencies and the prosecutor's office to bring perpetrators to justice.

All cases of sexual assault should be reported to the UConn Health Police Department even if you don't wish to press charges. The information you provide to the UConn Health Police Department may be helpful in preventing further attacks and even lead to the arrest of the offender. In many cases the sex offender has a history of previous attacks and will continue until stopped

The UConn Health Police Department is reached via the emergency line ext. 7777 or 911, callers can also use the routine number (860-679-2121) for non-emergency situations. Through the police department or the hospital emergency room, victims are referred to crisis services that are available around the clock.

Whether or not criminal charges are filed, students accused of sexual abuse or assaults are subject to disciplinary actions from the University as outlined in *The Student Code*. Both the accuser and the accused are entitled to the same opportunities during a disciplinary proceeding.

**What to do if you are Sexually Assaulted**

Seek medical attention immediately. It is important to preserve evidence, so do not shower, change clothes, or disturb the scene of the attack. If you change clothes, put all clothing you were wearing at the time of the attack in individual paper bags (do not use plastic bags). Go to the emergency room of a hospital, and ask a friend to go with you if possible. Hospital personnel will treat the physical consequences of assault, such as injury, infection, disease, and pregnancy. They can collect evidence that will be needed if you report the crime. You may choose whether to speak with police about the assault. UConn Health encourages all victims of sexual assault to report it promptly to UConn Health Police or the appropriate police agency for the jurisdiction where the incident occurred. A victim who reports a sexual assault has the option to notify local law enforcement and UConn Health Police will assist the victim. Whether UConn Health Police or local law enforcement handles the investigation of the crime will depend on the location of the assault, the victim may be referred back to the UConn Health Police to report the crime and have the crime investigated.

## Sex Offender Registration

The Connecticut Department of Public Safety maintains a central registry of persons who have been convicted of certain sex offenses and are required to register with the police in the jurisdiction in which they reside. The State of Connecticut Sex Offender registries may be accessed at the following links: Connecticut Sex Offender Registry [Connecticut Sex Offender Registry Unit- Contact](#)

## DEFINITIONS AND REPORTABLE CRIMES

Title IX is a federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance. Title IX's prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence. Sexual harassment is unwelcome conduct of a sexual nature and can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, including rape and sexual assault.

UConn Health does not tolerate sex discrimination, sexual harassment or sexual violence of any kind. This prohibition is further explained in the University's [Policy Against Discrimination, Harassment, and Related Interpersonal Violence](#). Please read the [FAQ](#) for additional information about this policy. To ensure compliance with Title IX and other federal and state civil rights laws, the University has designated Elizabeth Conklin as the [University's Title IX Coordinator](#). Elizabeth is charged with monitoring compliance with Title IX and ensuring that reports of sex discrimination, sexual harassment and sexual violence are investigated and addressed by the University.

[Policy Against Discrimination, Harassment, and Related Interpersonal Violence](#): Conduct under this Policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the Complainant or Respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Discrimination, Discriminatory Harassment, Sexual or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, and Retaliation.

### **Sexual Assault**

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

1. **Sexual Contact** (or attempts to commit) is any intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, with any object(s) or body part, or, any intentional bodily contact in a sexual manner, even where the touching does not involve contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.
2. **Sexual Intercourse** (or attempts to commit) is any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.
3. **Consent** is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.  
**Consent** cannot be given if any of the following are present: Force, Coercion or Incapacitation.

**Continued**  
**DEFINITIONS AND REPORTABLE CRIMES**

**Intimate Partner Violence**

**Intimate Partner Violence** 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.<sup>[8]</sup> Intimate Partner Violence may include any form of Prohibited Conduct under this Policy, including Sexual Assault, Stalking, and Physical Assault (as defined herein). Intimate Partner Violence 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. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical. Examples of Intimate Partner Violence include, but are not limited to:

- Slapping;
- Pulling hair;
- Punching;
- Damaging one's property;
- Driving recklessly to scare someone;
- Name calling;
- Humiliating one in public;
- Harassment directed toward a current or former partner or spouse; and/or
- Threats of abuse such as threatening to hit, harm, or use a weapon on another (whether Complainant or acquaintance, friend, or family member of the Complainant), or other forms of verbal threats.

Harming Behavior that includes, but is not limited to, the true threat of or actual physical assault or abuse and also includes harassment, is prohibited pursuant to The Student Code. Harming Behavior will be addressed under this Policy if it involves Discriminatory Harassment, Sexual or Gender-Based Harassment, Intimate Partner Violence, or is part of a course of conduct under the Stalking definition.

**Stalking**

**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.

"Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

"Reasonable person" means a person under similar circumstances and with similar identities to the Complainant.

**Continued**  
**DEFINITIONS AND REPORTABLE CRIMES**

Stalking includes “cyber-stalking,” a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

Stalking may include, but is not limited to:

- Non-consensual communications (face to face, telephone, e-mail);
- Threatening or obscene gestures;
- Surveillance/following/pursuit;
- Showing up outside the targeted individual’s classroom or workplace;
- Sending gifts (romantic, bizarre, sinister, or perverted); and/or
- Making threats.

**Sexual or Gender-Based Harassment**

**Sexual Harassment** is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

**Sexual Harassment** also may include inappropriate touching, acts of sexual violence, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. A single incident of Sexual Assault (as defined below) may be sufficiently severe to constitute a hostile environment.

**Gender-Based Harassment** includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

**Sexual Exploitation**

**Sexual Exploitation** is purposely or knowingly doing or attempting to do any of the following:

- Recording or photographing private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Disseminating or posting images of private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Allowing third parties to observe private sexual activity from a hidden location (g., closet) or through electronic means (e.g., Skype or livestreaming of images);
- Prostituting another person; or
- Exposing another person to a sexually transmitted infection or virus without the other’s knowledge.

**Retaliation**

**Retaliation** means any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding under this Policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy. Retaliation may be present even where there is a finding of “no responsibility” on the allegations of Prohibited Conduct. Retaliation does not include good faith actions lawfully pursued in response to a report of Prohibited Conduct.

Retaliation can include, but is not limited to, actions taken by the University, actions taken by one Student against another Student, actions taken by an Employee against another Employee or Student, or actions taken by a Third Party against a Student or Employee. SEE THE UNIVERSITY’S NON-RETALIATION POLICY [<http://policy.uconn.edu/2011/05/24/non-retaliation-policy/>]

**Continued**  
**DEFINITIONS AND REPORTABLE CRIMES**

**Criminal Homicide**

Murder and non-negligent manslaughter - The willful (non-negligent) killing of one human being by another.

Negligent manslaughter - The killing of another person through gross negligence.

**Robbery**

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and /or by putting the victim in fear.

**Aggravated Assault**

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)

**Burglary**

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned acts.

**Motor Vehicle Theft**

The theft or attempted theft of a motor vehicle. (Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even if the vehicle is later abandoned, including joy riding.)

**Arson**

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property of another, etc.

**Forcible Sex Offenses**

- Forcible rape. The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will, where the victim is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity (or because of his or her youth).
- Forcible sodomy. Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.
- Sexual assault with an object. The use of an object or instrument to unlawfully penetrate, however, slightly the genital or anal opening of the body of another person, forcibly and/or against that person's will: or not forcibly or against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.

Continued  
**DEFINITIONS AND REPORTABLE CRIMES**

**\*additions from 2013 VAWA Amendments to the Clery Act statutory regulations.**

**Sex Offenses\***- Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

1. **Rape\***: The Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim, including instances in which the victim is incapable of giving consent .
2. **Fondling\***: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.
3. **Incest\***: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
4. **Statutory Rape\***: Sexual intercourse with a person who is under the statutory age of consent.

**Other Offenses**

• **Liquor law violations.** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging, operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities.

(Drunkenness and driving under the influence are not included in this definition.)

• **Drug abuse violations.** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (demerol, methadone); and dangerous non-narcotic drugs (barbiturates, benzedrine).

• **Weapons law violations.** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: the manufacture, sale, or possession of deadly weapons; the carrying of deadly weapons, concealed or openly; the furnishing of deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.

**Larceny**

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

**Vandalism**

To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

**Intimidation**

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**Continued**  
**DEFINITIONS AND REPORTABLE CRIMES**

**Simple Assault**

An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

If a hate crime occurs where there is an incident involving intimidation, vandalism, larceny, simple assault or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.

A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of his bias against the victim's race, sexual orientation, etc. the assault is then also classified as a hate/bias crime.

**Clery Act Reporting Descriptions**

For purposes of reporting statistics, the University must distinguish criminal offenses according to where they occur. Geographic locations are defined as follows:

• **On-Campus:** (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as food or retail vendor).

• **Non-Campus Building or Property:** (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

• **Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

**Domestic Violence**

A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's act under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

## **Confidential Reporting**

If you are the victim of a crime and do not want to pursue action within the University system or criminal justice system, you may still want to consider making a confidential report.

There are two types of individuals who, although they have significant responsibility for student and campus activities, are not considered campus security authorities under Clery. Confidential reporting is available with Pastoral counselors and Professional counselors as defined below.

1. Pastoral counselor: A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
2. Professional counselor: A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution. The pastoral or professional counselor exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may have learned about. This is similar to the privilege provided under certain circumstances to doctors, counselors and attorneys when they may learn of crimes from patients or clients. This exemption is intended to protect the counselor-client role. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime.

All University employees are mandated reporters of child abuse or neglect as defined by Connecticut General Statutes Section 17a-101(b) and must comply with Connecticut's mandated reporting laws, Connecticut General Statutes Sections 17a-101a to 17a-101d.

## **Employee Training**

New employees attend the Diversity Awareness Workshop on their second day of employment, and Administrative Directive 2.2 Sexual Harassment Prevention training is conducted for all new Correctional Managed Health Care employees.

UConn Health took the following action steps to ensure maximum participation in the mandatory Diversity Training, Connecticut General Statute, Section 46a-54(16):

- Diversity Awareness Training was conducted every two (2) weeks by OIE. A class schedule is posted on the UConn Health Human Resources website.
- All new employees are scheduled to attend Diversity Awareness Training on their second day of employment.

Managers are invited to "Managing a Respectful and Harassment Free Workplace," a three-hour in person training covering non-discrimination and anti-harassment policies, procedures and response, including sexual harassment, sexual assault, intimate partner violence and stalking.

To provide enhanced training to employees, the Diversity Awareness and Sexual Harassment Prevention trainings were updated with additional content regarding the University of Connecticut Policy Against Discrimination, Harassment, and Related Interpersonal Violence. The presentation slides provide information on responding to reports of sexual assault, stalking and interpersonal violence in a timely and comprehensive manner and providing information to victims about medical treatment and support services.

The Office of Institutional Equity also provides training and education to incoming students and residents during orientation sessions on topics including the University's Policy Against Discrimination, Harassment, and Related Interpersonal Violence, consent, reporting options, and on and off campus confidential and non-confidential resources.

## **Continued Employee Training**

The UConn Health Police Department provides Rape Aggression Defense (RAD) training for female students and employees. When available, registration announcements for RAD training are published in the UConn Health Lifeline

### ***SAFETY TIPS***

Personal safety is your personal responsibility. Don't allow yourself to become a victim, limit your chances by knowing your surroundings. The best defense against becoming a victim is common sense. Crime can occur anywhere at anytime. Crime occurs in the daytime as well as night. Some helpful tips:

- Do not walk alone! Use the buddy system or the campus shuttle bus.
- Do not walk in dimly lit areas or take risky short cuts just because you're in a hurry. Use designated well-traveled and well-lit areas.
- Do not run alone, jog with a partner.
- Do not wear headphones while walking or jogging, remember, you need to know your surroundings.
- Do not carry large sums of money around. Carry what you need.
- Carry your purse close to your body, flap against your body. Do not resist if confronted by a mugger; monies and other items can be replaced, you cannot. Document all credit card numbers and keep them in a safe place.
- If you feel you are being followed or you sense something is wrong, whether walking or in a vehicle, change direction. Head for a well-lit area, occupied building, emergency phone, police station or any public place where you won't be alone.
- Keep your vehicle locked at all times, even in your driveway and when driving during the daylight hours. Lock valuables in your trunk.
- Park in well-lit areas. Have your keys ready when returning to your vehicle.
- Check the back seat before getting in.
- If your vehicle breaks down, stay with it. Lock the doors, put on your flashers and wait for help. If a passerby offers to help, do not get out of your car. Slightly open the window and ask the person to call the police.
- Purchase a "HELP – CALL POLICE" sign and display it in your window for emergencies.
- Do not keep offices opened / unlocked if unattended, even if only for a few moments.
- Do not prop open doors that should remain secured. Exterior doors that are locked are so for your safety.
- Do not leave valuables unattended; lock up wallets, purses, checkbooks and jewelry. Periodically inspect your checkbook to see if any checks are missing.
- Do not loan out your office keys or access control card to anyone.
- Report all suspicious people and activity to the UConn Health Police Department.

## HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

Quickly determine the most reasonable way to protect your own life. Remember that customers and clients are likely to follow the lead of employees and managers during an active shooter situation.

1. **RUN** If there is an accessible escape path, attempt to evacuate the premises. Be sure to:

- Have an escape route and plan in mind.
- Evacuate regardless of whether others agree to follow.
- Leave your belongings behind.
- Help others escape, if possible.
- Prevent individuals from entering an area where the active shooter may be located.
- Keep your hands visible.
- Follow the instructions of any police officers.
- Do not attempt to move wounded people.
- Call 911 when you are safe.

2. **HIDE** if evacuation is not possible, find a place to hide where the active shooter is less likely to find you. Your hiding place should:

- Be out of the active shooter's view.
- Provide protection if shots are fired in your direction (i.e., an office with a closed and locked door).
- Not trap you or restrict your options for movement.

To prevent an active shooter from entering your hiding place:

- Lock the door.
- Blockade the door with heavy furniture.

If the active shooter is nearby:

- Lock the door.
- Silence your cell phone and/or pager.
- Turn off any source of noise (i.e., radios, televisions).
- Hide behind large items (i.e., cabinets, desks) and remain quiet.

If evacuation and hiding out are not possible:

- Remain calm.
- Dial 911, if possible, to alert police to the active shooter's location.
- If you cannot speak, leave the line open and allow the dispatcher to listen.

3. **FIGHT** As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:

- Acting as aggressively as possible against him/her.
- Throwing items and improvising weapons.
- Yelling.
- Committing to your actions.

### How To Respond When Law Enforcement Arrives

Law enforcement's purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard.

- Officers usually arrive in teams of four (4).
- Officers may wear regular patrol uniforms or external bulletproof vests, Kevlar helmets, and other tactical equipment.
- Officers may be armed with rifles, shotguns, handguns.
- Officers may use pepper spray or tear gas to control the situation.
- Officers may shout commands, and may push individuals to the ground for their safety.

**Continued**  
**ACTIVE SHOOTER**

**How to react when law enforcement arrives**

- Remain calm, and follow officers' instructions.
- Put down any items in your hands (i.e., bags, jackets).
- Immediately raise hands and spread fingers.
- Keep hands visible at all times.
- Avoid making quick movements toward officers such as holding on to them for safety.
- Avoid pointing, screaming and/or yelling.
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises.

Information to provide to law enforcement or 911 operators:

- Location of the active shooter.
- Number of shooters, if more than one.
- Physical description of shooter/s.
- Number and type of weapons held by the shooter/s.
- Number of victims.

**Identity Theft**

Identity theft occurs when someone uses someone else's personal identification information, like a name, Social Security number, or credit card number, without their permission, to commit fraud or other crimes.

Identity theft takes many forms. Identity thieves may rent an apartment, obtain a credit card, or establish a telephone account in the victim's name. A victim may not find out about the theft until they review their credit report or a credit card statement and notice charges they didn't make—or until they're contacted by a debt collector.

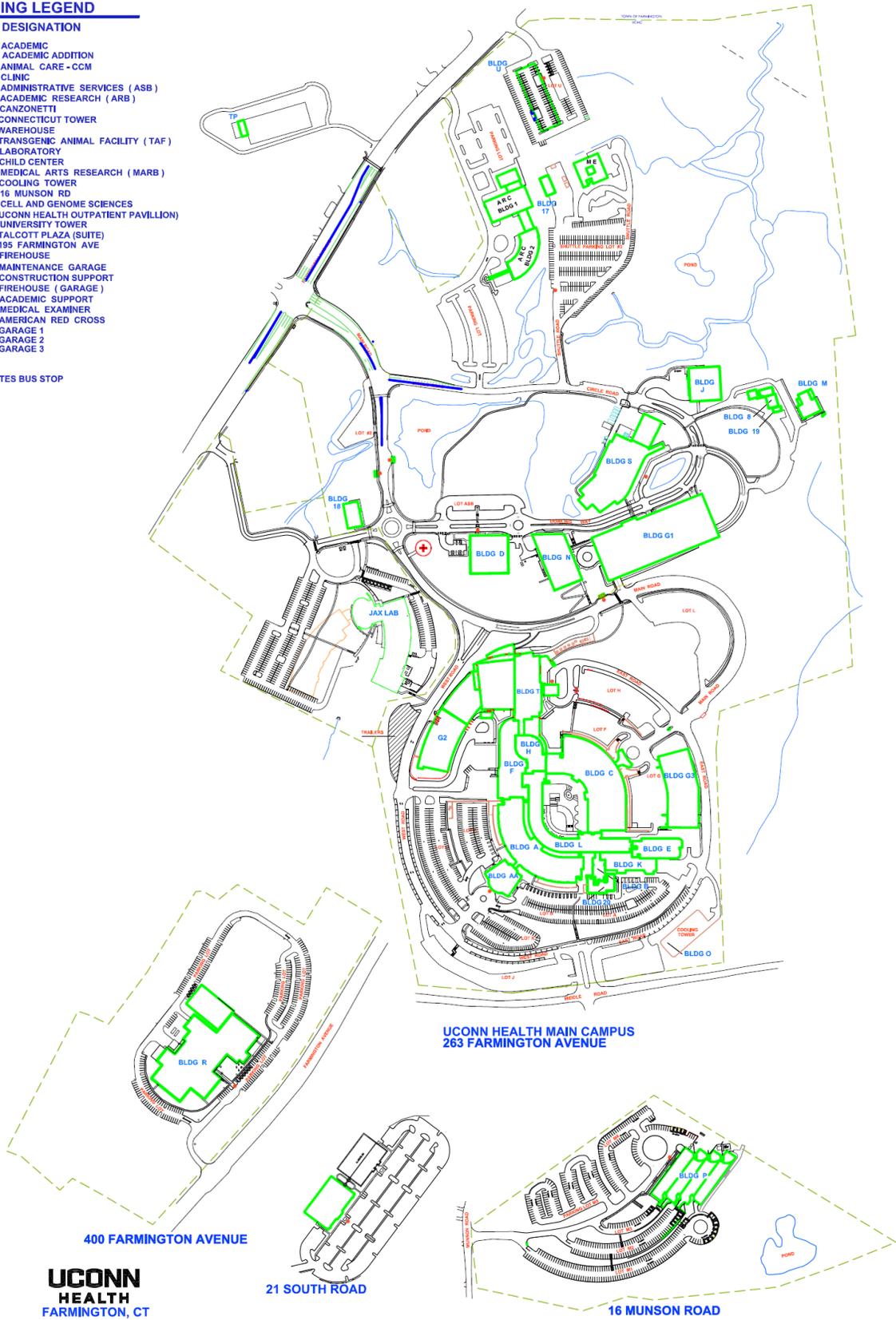
Identity theft is serious. While some identity theft victims can resolve their problems quickly, others spend hundreds of dollars and many days repairing damage to their good name and credit record. Some consumers victimized by identity theft may lose out on job opportunities, or be denied loans for education, housing or cars because of negative information on their credit reports. In rare cases, they may even be arrested for crimes they did not commit.

For more information on identity theft, how to reduce the risk, and resources for victims of identity theft, see the Federal Trade Commission's site at <http://www.ftc.gov/bcp/edu/microsites/idtheft/>

**BUILDING LEGEND**

BLDG	DESIGNATION
A	ACADEMIC
AA	ACADEMIC ADDITION
B	ANIMAL CARE - CCM
C	CLINIC
D	ADMINISTRATIVE SERVICES (ASB)
E	ACADEMIC RESEARCH (ARB)
F	CANZONETTI
H	CONNECTICUT TOWER
J	WAREHOUSE
K	TRANSGENIC ANIMAL FACILITY (TAF)
L	LABORATORY
M	CHILD CENTER
N	MEDICAL ARTS RESEARCH (MARB)
O	COOLING TOWER
P	16 MUNSON RD
R	CELL AND GENOME SCIENCES
S	UCONN HEALTH OUTPATIENT PAVILLION
T	UNIVERSITY TOWER
TP	TALCOTT PLAZA (SUITE)
U	195 FARMINGTON AVE
8	FIREHOUSE
17	MAINTENANCE GARAGE
18	CONSTRUCTION SUPPORT
19	FIREHOUSE (GARAGE)
20	ACADEMIC SUPPORT
ME	MEDICAL EXAMINER
ARC	AMERICAN RED CROSS
G1	GARAGE 1
G2	GARAGE 2
G3	GARAGE 3

• INDICATES BUS STOP



**UCONN HEALTH MAIN CAMPUS  
263 FARMINGTON AVENUE**

**400 FARMINGTON AVENUE**

**UCONN  
HEALTH  
FARMINGTON, CT**

**21 SOUTH ROAD**

**16 MUNSON ROAD**



## UConn Health

Department of Police Services  
263 Farmington Avenue  
Farmington, CT 06030  
860-679-2511  
[police.uhc.edu](http://police.uhc.edu)

### ON-CAMPUS EMERGENCY TELEPHONE NUMBERS

24-hour campus emergency line .....	7777
From cell phones.....	911
UConn Health Police.....	860-679-2121
UConn Health Student Services.....	860-679-4378
(Room LM035)	
Connecticut Sexual Assault Crisis Services, Inc. (CONNSACS) 24-Hour Hotline.....	1-888-999-5545
UConn (Storrs) Women's Center.....	860-486-4738
State of Connecticut 24-Hour Domestic Violence Hotline.....	1-888-774-2900
Office Of Victim Services (Judicial Branch).....	1-800-822-8428
Web Site: <a href="#">Office of Victim Services, Connecticut Judicial Branch (OVS)</a>	
INFO Line 24-Hour Hotline).....	211
Employee Assistance (EAP).....	860-679-2877

### Other Important Telephone Numbers

Avon Police Department.....	860-409-4200
Canton Police Department.....	860-693-0221
Connecticut State Police Troop H (Hartford).....	860-534-1000
East Hartford Police Department.....	860-528-4401
Farmington Police Department.....	860-675-2400
Hartford Police Department.....	860-527-6300
New Haven Police Department.....	203-946-6316
Plainville Police Department.....	860-747-1616
Putnam Police Department.....	860-928-6565
Simsbury Police Department.....	860-658-3100
Southington Police Department.....	860-621-0101
UConn Police (Storrs).....	860-486-4800
West Hartford Police Department.....	860-523-5203

### ON-CAMPUS EMERGENCY Codes

Code Red: Fire Alert  
Code Sliver - Person Brandishing a Weapon  
Code Free Bird –“AWOL” Inpatient  
Code Blue: Medical Emergency  
Code Zebra: Inmate Disturbance  
Code Conservation: Conserve Energy  
Code Pink: Baby Abduction  
Code Yellow: Pre-alert to Possible Disaster  
    Level I – Internal Medical  
    Level II – External Medical (Ex. Increase in Patient Load)  
    Level III– Internal Non- Medical (Ex. Power failure, Flood)

# UConn HEALTH

