

Sexual/Gender-Based Misconduct:

What you need to know



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Post University's Policy

Post University is committed to providing a learning, working and living environment that is open, supportive and safe. As a community, this University will not tolerate sexual misconduct of any kind. Post University expressly prohibits the sexual/gender-based misconduct noted below, and students found engaging in it will be subject to University action, and may be subject to criminal charges and prosecution under Federal and State laws.

For the complete Sexual/Gender-Based Misconduct Policy, please refer to the Student Handbook which is available at: post.edu/student-services/student-affairs or in the Office of Residence Life.

What is Sexual/Gender-Based Misconduct?

Sexual misconduct includes a range of behaviors such as sexual harassment/discrimination, non-consensual sexual contact, sexual exploitation, stalking, sexual assault, and intimate partner violence.

Consent:

- An affirmative, conscious decision
- Indicated clearly by words or actions
- Cannot be given if a person is incapacitated (e.g. unconsciousness, intoxication, physical force, psychological health condition)

Sexual Assault:

- Non-consensual sexual contact
- Includes rape, incest, forced sexual intercourse
- Can be committed by an acquaintance or a stranger

Sexual Harassment:

- Making of unwanted sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature
- Conduct that interferes with work or education environment

Sexual Exploitation:

- Taking nonconsensual, unjust, or abusive advantage of another person in a sexual or intimate context
- Includes sexting, slandering or prostituting another person

Stalking:

- Repeated and unwanted attention, harassment, contact or any other course of conduct directed at a specific person that causes fear in another person
- Includes communications by phone, mail, email, text, social media

Intimate Partner Violence:

- Abusive behavior against an individual by a current or former person in a dating relationship
- Can be physical, sexual, emotional, economical, or psychological actions or threats that influence other people

What to do if you or someone you know experiences sexual/gender-based misconduct?

1) Get Support and Help

- If you have been physically harmed, get medical attention to make sure you are okay and to protect yourself from sexually transmitted diseases or pregnancy, as well as to collect evidence should you choose to report the incident to the authorities.
- Post University offers confidential resources on and off campus (see chart on back page).
- Counseling Center services are free and confidential.

2) Report to University

- Post University encourages students to report an incident of sexual/gender-based misconduct. You have three reporting options:
 - Confidential: your report will not go beyond the person you are reporting to. These sources will NOT notify any other personnel unless you are in danger of harming yourself and/or others.
 - Limited Confidential: your report will be shared with the Title IX/Sexual Misconduct Response Coordinator. Any other report sharing will be limited, based on your safety and the safety of the community.
 - Anonymous: your report will be sent to the University's Title IX/Sexual Misconduct Response Coordinators: Jennifer Labate (203.596.6027), Karin Mann (203.596.4669), and Crystal Vuole (203.596.4553).
 - You can submit an anonymous complaint online at go.post.edu/misconductreporting/default.aspx

• Report the incident to your instructor, Residence Life, Title IX/Sexual Misconduct Response Coordinator, Campus Safety, or the Counseling Center. They will provide you with your options for filing a formal complaint and where to get support services. *(To see a chart of resources and confidentiality options, see chart on back page.)*

3) Report to the Police

- The police department is available for individuals who would like to report the assault and possibly initiate a criminal investigation.

Sexual Assault Response Team (SART)

Post's SART is composed of staff who are trained to provide support and assistance to any student who is a survivor of sexual violence. For more information, please see chart on the back page.

Important Phone Numbers and Resources

For all emergencies - Dial 911

Campus Security* <i>East Hall Annex</i>	24/7	Limited Confidential	Provides support and referrals regarding sexual assault. 203.596.4502
Counseling Center Staff:* Lisa Antel, Glenn Xavier, and Aubry Fappiano <i>First Floor Leever Center</i>	9 a.m. - 5 p.m.	Confidential	Licensed counselors available for students and staff. Services are free. 203.596.4585, 203.591.7417 and 203.596.4658
Dean of Students: Erica Peryga* <i>East Hall Annex</i>	9 a.m. - 5p.m.	Limited Confidential	Provides support, referrals for students, and guidance with procedures and protocol. 203.596.8527
Health Services* <i>Kellie Brown</i> <i>East Hall Annex</i>	M-TR: 10 a.m. - 4 p.m. F: 10 a.m. - 2 p.m.	Confidential	Medical assistance and referral for students. 203.596.4503
Post's Crisis Hotline	24/7	Limited Confidential	Connects directly to the Residence Director on duty. 203.228.8706
Residence Life* <i>Leever Center Lower Level</i>	24/7	Limited Confidential	Will provide support and resources, and assist complainants at residence halls. 203.596.4540
Sexual Misconduct Response Coordinators (Title IX):* <i>Jennifer Labate in Leever Center, Karin Mann in Drubner, or Crystal Vuole in Traurig</i>	9 a.m. - 5 p.m.	Limited Confidential	Informs students of their rights, as well as support services. 203.596.6027, 203.596.4669, or 203.596.4553
National 24-hour Sexual Assault Hotline	24/7	Confidential	Rape, Abuse and Incest National Network Hotline 1.800.656.HOPE (4673)
Statewide 24-hour toll-free Hotline	24/7	Confidential	Connecticut Sexual Assault Crisis Services hotline 1.888.999.5545
Safe Haven's Sexual Assault Program* <i>Off-Campus Waterbury, CT</i>	24/7	Confidential	Provides support services, including medical and legal advocacy, for complainants and survivors of sexual assault and domestic violence. 203.753.3613
St. Mary's Hospital <i>Off-Campus Waterbury, CT</i>	24/7	Confidential	Emergency care, including sexual trauma care. 203.709.6004
Waterbury Hospital <i>Off-Campus Waterbury, CT</i>	24/7	Confidential	Emergency care, including sexual trauma care. 203.573.6500
Waterbury Police*	24/7	Limited Confidential	Emergency-Call 911 . Non-emergency call 203.574.6911
Anonymous Reporting Form	24/7	Anonymous	go.post.edu/misconductreporting/default.aspx

*Sexual Response Team (SART) Members

Post offers assistance in the form of counseling, referrals, transportation and accommodations, in addition to informing you of your rights as a complainant.