

SEXUAL/GENDER-BASED MISCONDUCT

▶ What you need to know



Post University's Policy

Get the help you need with our support. 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 also 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 <https://post.edu/title-IX> or in the Office of Residence Life.

What is Sexual/Gender-Based Misconduct?

Sexual misconduct includes a range of behaviors such as sexual harassment, sexual assault, sexual exploitation, stalking, 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 Harassment:

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

Sexual Assault:

- > Non-consensual sexual contact
- > Includes fondling, forced sexual intercourse, statutory rape
- > Can be committed by a known individual or a stranger

Sexual Exploitation:

- > Taking non-consensual, 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 them fear
- > Includes communications by phone, mail, email, text, and social media in addition to in-person interactions

Intimate Partner Violence:

- > Abusive behavior against an individual by a current or former person in a romantic or sexual relationship
- > Can be physical, sexual, emotional, economical, or psychological actions or threats

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 Director of Title IX and Disability Services, Jennifer Labate, JLabate@Post.edu and 203.596.6027.

You can submit an anonymous complaint online at <https://post.edu/title-ix-reporting>

- > Report the incident to the Title IX/Sexual Misconduct Response Coordinator, your instructor, Residence Life, Campus Safety, or the Counseling Center. They can provide you with your options for filing a formal complaint and where to get support services (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 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*	24/7 <i>East Hall Annex</i>	Limited Confidential	Provides support and referrals regarding sexual assault. 203.596.4502
Counseling Center Staff:*	9 a.m. - 5 p.m.	Confidential	Licensed counselors available for students and staff.
Lisa Antel	<i>Leever Center</i>		203.596.4585
Aubry Fappiano	<i>Leever Center</i>		203.596.4658
Nakia Miller	<i>Leever Center</i>		203.568.1642
George Hayes	<i>Leever Center</i>		203.591.5058
Health Services* Kellie Brown	9 a.m. - 5 p.m. <i>East Hall Annex</i>	Confidential	Medical assistance and referral for students. 203.596.4503
Post's Crisis Hotline	24/7	Limited Confidential	Connects directly to the Community Director on duty. 203.228.8706
Residence Life*	24/7 <i>Leever Center Lower Level</i>	Limited Confidential	Will provide support and resources and assist complainants at residence halls. 203.596.4540
Sexual Misconduct Response Coordinators (Title IX):*	9 a.m. - 5 p.m.	Limited Confidential	Informs students of their rights, as well as support services.
Jennifer Labate	<i>Leever Center</i>		203.596.6027
Rachel Powell	<i>Leever Center</i>		203.591.5231
Karin Mann	<i>Drubner</i>		203.596.4669
Crystal Vuole	<i>Traurig</i>		203.596.4553
National 24-hour Sexual Assault Hotline	24/7	Confidential	Rape, Abuse & Incest National Network Hotline 800.656.HOPE (4673)
Statewide 24-hour toll-free Hotline	24/7	Confidential	Connecticut Sexual Assault Crisis Services hotline 888.999.5545
Safe Haven's Sexual Assault Program*	24/7 <i>Off-Campus Waterbury, CT</i>	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	24/7 <i>Off-Campus Waterbury, CT</i>	Confidential	Emergency care, including sexual trauma care. 203.709.6004
Waterbury Hospital	24/7 <i>Off-Campus Waterbury, CT</i>	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	https://post.edu/title-IX-reporting

*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.