

# CSCU Board of Regents

**Joint Meeting  
Academic & Student Affairs Committee  
Human Resources & Administration Committee  
Friday, December 6, 2024 @ 9:30 a.m.  
Conducted Via Remote Participation**

## Meeting Minutes

ASA COMMITTEE	PARTICIPATING
Ira Bloom, Chair	Yes
Juanita James	Yes
Rick Porth	Yes
Colena Sesanker, ex officio	Yes

HR/ADMIN COMMITTEE	PARTICIPATING
Sophia Jappinen, Chair	Yes
Richard J. Balducci	No
Juanita James	Yes
Elise E. Wright	Yes

### CSCU STAFF PRESENT:

Lori Lamb, Interim Assistant Vice Chancellor for Human Resources and Labor Relations

Kim Pacelli, Interim CSCU Title IX Coordinator

Pam Heleen, Secretary to the Board (recorder)

Secretary of the Board welcomed everyone to the joint meeting of the Academic & Student Affairs Committee and the Human Resources & Administration Committee. She called the meeting to order at 9:05 a.m.

### SEXUAL MISCONDUCT REPORT UPDATE

- Kim Pacelli provided the Committees with an overview of the Annual Report on Sexual Misconduct for CSCU. The presentation is included in its entirety as Attachment A.
- Open discussion followed:
  - Regent James asked whether it's too early to tell if we have concerns about required changes in the future given the external landscape. Kim Pacelli responded that the common concern around where the Trump administration will go with Title IX substantively is the revisiting of their interpretation of whether discrimination on the basis of sex includes discrimination on the basis of sexual orientation and gender identity. The Biden Administration etched it into federal regulation, and she predicts that the Trump Administration will say that Title IX does not prohibit discrimination on the basis of sexual orientation or gender identity. She added that she is not concerned because CT law prohibits discrimination on the basis of sexual orientation and gender identity. Cameron Liston added that the federal regulations will set the floor, but it would be prudent to expect some floor lowering in terms of explicit right protection at the federal level. He added that the operational impact of the change will be minimal; personal impact will be high. It will be CSCU's mission to explain what is still protected at the institutions and what CSCU holds as its values.

- Regent Porth asked if there is a way to gauge or measure how CSCU's communications and educational efforts are working with regard to these issues. Kim Pacelli responded that the campuses engage in climate survey data to assess the climate around sexual misconduct issues on campus, and often a component of it is how well the survey participants understand or believe their peers understand the people, the process, and the procedure to make a report and what would happen. She continued that improvements are being seen in survey results; educational efforts have worked, and students, faculty and staff know who and how to get the assistance they may need okay.
- Regent Bloom asked if we have a policy in place to report sexual assaults to the local police departments. Kim responded that we do not, and we typically wouldn't. She continued to explain by stating that an individual over 18 has the ability and agency to make a report to law enforcement. The obligation for campuses is to make sure that individuals are informed about how to make a report to a municipality, police, or jurisdictional unit or to campus law enforcement.
- Regent Wright noted that this is one of the most comprehensive reports since she joined the Board.

## **ADJOURNMENT**

The meeting adjourned at 10:14 a.m.



**CONNECTICUT STATE  
COLLEGES & UNIVERSITIES**

# Annual Report on Sexual Misconduct

CSCU Board of Regents

Joint Meeting

Academic & Student Affairs Committee and HR Committee

December 6, 2024

Prepared by Kim Pacelli, Interim Title IX Coordinator

(Partner, TNG Consulting and Member, ATIXA Advisory Board)

# Updates on Title IX

- Overview of data on Sexual Misconduct Reports for CSCU (2023 and 2022)
- Overview of training and community support provided by CSCU campuses
- Other updates and activities since July 31, 2024
- Looking ahead for 2025

- Requires CT State and CSUs to report by Sept. 30<sup>th</sup> on the data for the prior calendar year
- 2023 data and 2022 comparator data
- 2023 was the first year that CT State submitted a compiled report
- For 2023, revisited CSCU’s interpretation of the terms “report” and “disclosure” to:
  - Ensure accuracy relative to the state requirements
  - Avoid unintended confusion regarding the use of terms under Title IX
  - Achieve comparability across the system
  - Benchmark reporting practices of other CT institutions

- **Sexual Misconduct:**
  - Sexual Assault
  - Stalking
  - Interpersonal Violence (Dating Violence and Domestic Violence)
- **Disclosure:**
  - The receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.
- **Report:**
  - A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment. At the time of the filing the formal complaint, the complainant must be participating in or attempting to participate in an education program or activity of the institution.

# 2023 Reports in Aggregate

Institution	Sexual Assault	Stalking	IPV
Central	2	1	1
COSC	0	0	0
CT State	2	4	7
Eastern	5	0	0
Southern	3	0	0
Western	1	1	1
<b>TOTAL</b>	<b>13</b>	<b>6</b>	<b>9</b>

# 2022 Reports in Aggregate

Institution	Sexual Assault	Stalking	IPV
Central	4	0	2
COSC	0	0	0
CT State	1	2	0
Eastern	1	0	1
Southern	2	2	2
Western	3	2	5
<b>TOTAL</b>	<b>11</b>	<b>6</b>	<b>10</b>



# 2023 Report Case Outcomes

- Formal resolution process outcomes (aggregated)
  - 2 expulsions
  - 4 suspension
  - 1 expulsion from housing
  - 1 warning
  - 3 findings of “not responsible/no violation”
  - 1 report withdrawn by Complainant (Respondent transferred)
  - 1 pending outcome
- 1 appeal and the outcome was upheld
  
- Nine (9) informal resolutions that resulted in agreed-upon resolutions.
  - Components included: change in leadership, work schedule adjustment, payment for therapy, no contact orders, residence hall restrictions

- Planning Rollout for Mandated Reporters System-wide for January 2025
  - Comply with 2024 regulations (deadline is August 1, 2025)
  - Customized modular content with vendor to match CSCU mandated reporter requirement to avoid any ambiguity
  - Specialized training for new employees and confidential employees
- Student Training (Fall 2024 and ongoing)
  - Vector (online training modules)
- Current RFP process for vendor selection
- Investigating technology to support customized training with tracking requirements
- Small-group, customized in-person training
  - Campus TIXCs do many (Residential Life staff, athletics staff, etc.)

- Title IX roles:
  - Coordinator, Investigator, Final Decision-maker, Appeal DM, Informal Resolution Facilitator
- June 2025 – Two-day ATIXA Investigator Training (hosted by CT State)
- November 2025 – Customized DM training for CT State CEOs
- SUNY-SCI online modules and live virtual training
- Opportunity ahead to bring consistency and support to training system-wide for those in TIX roles
  - Including synergy and consistency with Human Resources and student conduct professionals across the system

# Campus Training & Prevention Programming (Examples)

- Campus Office of Victim Advocates, LGBTQ+ Centers, Women's Centers
  - Title IX education and awareness
  - Bystander intervention
  - Risk/harm reduction
  - Take Back the Night speak outs
- Partnerships with Dating/Domestic Violence organizations
  - Safe Horizon campaign and tabling
  - Clothesline Project
  - Denim Day

## Great hires!

- Cameron Listen, Chief Compliance Officer
- Jennifer Labate, WCSU

## Feedback/Listening Tour on Interim Policy/Procedures

- CSCU has (to date) remained unimpacted by litigation regarding the 2024 regulations
- Value of a uniform policy/procedure across all civil rights and all campuses, and having it all in one place
- Increased and improved use of Informal Resolution (where appropriate)
- Gathering and compiling feedback from unions, stakeholders, and experience on procedures (likely for January 2025)

# Looking Ahead to 2025

- Election is likely to trigger changes (again) to the Title IX regulations
  - Question is timing and “process” used to do so
  - Expect reintroduction of the live hearing requirement for TIX cases
  - Continue watching 2024 Regulations litigation
  - Evaluating whether to anticipate the live hearing requirement proactively
- Over time, disclosures and reporting may increase due to:
  - Improved training for mandated reporters and students
  - More opportunity for informal resolution (where appropriate)
  - Increased comfort and confidence in staff, policy, and process options