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Statement of Carolyn Luby

My name is Carolyn Luby, I am a fifth year student at UConn and I am filing as the lead complainant against University of Connecticut with the Office for Civil Rights.

Last spring I published an open letter with the intent of drawing widespread attention to the way the administration at the University has been deliberately indifferent to issues of sexual violence and has contributed to an environment where sexual assault is minimized, trivialized, and even condoned by the university at large. This letter was informed by my previous experience as a sexual assault survivor at UConn and by the countless stories I had heard of so many other students who had been victimized by both individual perpetrators and by the institution that was supposed to protect them.

Within 24 hours of publication, my letter unexpectedly went viral and I began receiving rape and death threats through every facet of the internet, as well as from students on campus. The magnitude of this backlash made national headlines, and the harassment I was subjected to was even trivialized on the Rush Limbaugh radio show.

The administration at UConn knew about the sexual harassment and hostile environment I experienced, yet responded with resounding silence. The president of the university made no official announcement following my ordeal to make clear to the UConn community that the threats, stalking, hate speech and harassment I experienced in retaliation for speaking out would not be tolerated. The UConn police department did not take me seriously, and sent me away with no sense of protection except advice to “wear a hat” so that people would not recognize me. Shortly after, I met directly with administrators regarding the investigation of my case. It has been over 5 months, and I have still have not been

told if any of my harassers or those threatening to rape or kill me were ever identified and if so, sanctioned. The university made no accommodations for me, and this backlash prevented me from participating in my right to an education.

The administration is in constant denial of the existence of rape culture and the institutionalized inequality on this campus. The deliberate indifference the university displays provides the camouflage for perpetrators to continue their violent behavior with little to no consequence.

I am filing a complaint because I want UConn to be a safe place where all students can pursue their education free of discrimination, violence, and perpetual fear. I am filing this complaint as a student, employee, survivor and activist because no one should feel abandoned, isolated, and disrespected for standing up for what is right.

October 21, 2013

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Statement of Erica Daniels

My name is Erica Daniels, and I am a senior at UConn.

I am here speaking today as a recent survivor of sexual violence. This past spring semester, I was drugged and raped by a fellow student and co-worker from the University of Connecticut. I did not immediately report the incident due to the trauma that I was dealing with. I was extremely confused because I did not understand how someone I considered a friend could do this to me.

I talked to one of my supervisors about how I couldn't return to work the following semester because I didn't feel comfortable or safe working around my perpetrator as he was being promoted to Assistant Student Manager the upcoming semester. The advice I was given from management was that if I wanted to take any form of disciplinary action, I'd have to go to community standards. Management was not going to take any action at work. I quit my job and never returned.

When I went to community standards I hoped that they would be able to provide me with the help and support I needed, but instead I found myself misled and more alone than ever. The only action the University took was to issue a "no contact order" which proved to be totally ineffective because my perpetrator continued to stalk me at my residence and new job. The order actually served to protect him when I was met with retaliation from the University. With less than two weeks remaining before the start of the fall 2013 semester, I was told by community standards that there was not enough information to take action against my perpetrator.

I don't understand why my statement about what happened is not enough for a hearing. How many women are raped with witnesses present?

Moreover, Community Standards failed to interview and investigate those who could have testified for me, and even canceled an appointment with one of my

witnesses stating that they felt they had given this individual a reasonable amount of time to speak to them.

All of this has greatly impacted my senior year. Something as simple as walking to class now is turned into a stress and anxiety filled trip. I have been let down by a school I was once proud to be a part of and I feel betrayed. I was told from the start reporting a rape would be hard, but I never imagined that my University would turn its back on me.

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Statement of Rose Richi

My name is Rose Richi and I am a current junior at UConn.

The thrill and excitement I felt being a student at UConn was shattered when I was sexually assaulted by a male student athlete. I spent the following week in my bed crying, trying to understand what had happened to me. I didn't feel comfortable telling anyone or reporting because of the overwhelming privilege of athletes on this campus.

As a way to help me understand and cope, I joined the Violence Against Women Prevention Program class my sophomore year. I found comfort in the class, making sense of my feelings and experience. Through this class, I gained confidence to share my story. My teacher, the director of the Women's Center, heard what happened to me.

She reported it to the Office of Diversity and Equity but, they never talked to me—never acknowledged my case's existence. In April of 2013, I decided to report directly to UConn police in hopes of getting support. While taking my statement, the detective got the date wrong, made spelling and grammatical errors and made it clear that my experience didn't matter. He even told me he did not believe me. He stated he was just gathering facts. My criminal case ended due to the alleged lack of evidence.

I am still waiting for the University to take action in response to the complaint that was made on my behalf.

I wanted to come to UConn because of the incredible atmosphere it seemed to have; I want future students to get that experience, but that will never happen unless this broken system gets fixed.

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Statement of Kylie Angell

My name is Kylie Angell. I graduated from UConn in May, 2013, and am now a Registered Nurse at Norwalk Hospital.

I was raped by a classmate in the dorm provided to me by UConn while working on campus one summer. Because it took a long time to digest this horrible thing that had been done to me, I waited until I was more stable to report. Two months later when school started I reported the incident to UConn's Community Standards. A hearing took place the following month, and the perpetrator that I had reported was found guilty on four counts, including what the university labels as "sexual misconduct." To my relief I was notified on the same day of the hearing that he was to be expelled and absolutely not allowed to come back on campus again. Though I was emotionally and mentally exhausted, I felt that this was a victory, and that I could finally go back to my life as a student.

Then two weeks later I was eating in a dining hall when the perpetrator sat down next to me and threateningly grazed my elbow in an obvious act of defiance. I was then met by heckling from his friend who shouted at me that the perpetrator "was back." Unaware of what was going on and feeling like I was in a nightmare, I fled the scene to the UConn police.

The officer told me "women need to stop spreading their legs like peanut butter or rape is going to keep on happening til the cows come home." Shocked I left, feeling confused, violated, traumatized, and vulnerable.

I then learned that the perpetrator had filed an appeal, but I had not been informed that it had been filed. I was upset to learn that the administration had kept the findings the same but changed the sanction and readmitted my rapist. I was told that the UConn employee assigned to notify me that the rapist was back on

campus had forgotten to do so. The only explanation I was given was that the Vice President of Student Affairs felt that expulsion for having raped me was "too severe."

My GPA dropped from a 3.6 to 2.8, I stopped attending club meetings or social events, had to quit my on-campus job, slept through many days because walking around campus was too terrifying, and told my dad that I needed to wear a hat and hood at night to feel like I wouldn't be jumped. Because the university granted the rapist readmission to campus, I spent almost two years on the same campus as the perpetrator. I suffered from PTSD and anxiety so bad that I did not feel safe even in my own apartment.

When I had the courage to come out publicly about my story, I was retaliated against by an administrator, who scared me into silence by telling me I could've gotten fired from my job for speaking out, since my boss's boss's boss was the Vice President of Student Affairs.

In my experience UConn breeds a hostile environment, and I do not want other women to endure what I went through as a result of the University's noncompliance with Title IX. This is why I am filing a Title IX complaint against the University of Connecticut.

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