

Yale OFFICE OF THE PROVOST

PO Box 20833
New Haven CT 06520-8333
T 203-432-4444

Courier
2 Whitney Avenue, Suite 400
New Haven CT 06510

VIA EMAIL

September 29, 2017

Higher Education & Employment Advancement Committee
Email: Jeanie.Phillips@cga.ct.gov

Re: Yale University Report Concerning Sexual Assault, Stalking,
and Intimate Partner Violence on Campus for Calendar Year 2016.

On behalf of Yale University, I am writing to submit a report to the Connecticut General Assembly pursuant to Section 10a-55m(f) of the Connecticut General Statutes. The text below is organized to respond to the subsections within Section 10a-55m(f).

University Policies

Yale University's policies prohibiting sexual misconduct, including sexual assault, intimate partner violence, and stalking, are widely publicized to the Yale community both in print and electronically. These policies are posted prominently online (<http://smr.yale.edu>) and in the University's "Preventing and Responding to Sexual Misconduct" booklet (available at <http://smr.yale.edu>), which is provided in electronic format to all students, faculty, and staff and in printed format to all incoming students, faculty, and staff.

Attached as Exhibit A are the following documents relating to Section 10a-55m(f)(1):

- A-1: Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period January 1, 2016 through May 9, 2016; and
- A-2: Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period May 10, 2016 through December 31, 2016.

Victim's Rights and Options

The University provides written notification (see Exhibit B) of rights, options, and resources to all victims of sexual assault, intimate partner violence, and stalking. All Title IX coordinators, members of the Yale Police Department, and the Chair and Secretary of the University-Wide Committee on Sexual Misconduct ("UWC"), the University's internal

disciplinary board for complaints of sexual misconduct, are trained to provide this document to anyone reporting an incident of sexual misconduct.

Attached as Exhibit B is the following document relating to Section 10a-55m(f)(2):

- Yale handout *Promoting a Campus Free of Sexual Misconduct*, current version (last updated August 2014).

Prevention, Awareness, and Risk Reduction Programs

The University provides prevention, awareness, and risk reduction programming to the Yale community through a number of venues, including orientation sessions, topic-specific seminars, departmental meetings, electronic communications, and the Sexual Misconduct Response website (<http://smr.yale.edu>).

Prominent among these efforts is the Communication and Consent Educators (“CCEs”) program in Yale College. The CCEs are a diverse group of approximately fifty undergraduates who work with the Assistant Dean of Student Affairs of Yale College to foster a positive sexual climate. Much of CCE programming—most particularly, the first-year student and sophomore training—focuses on preventing and responding to sexual violence. The CCEs’ approach is directed at effecting positive culture change and working with a range of student groups and communities to create spaces and structures for more respectful, supportive behaviors. Information about the CCE program is available at <http://cce.yalecollege.yale.edu/>.

The University’s Title IX Steering Committee, composed of the leaders of the campus offices responsible for implementing Yale’s programs to address sexual misconduct and other senior administrators from throughout the University, oversees the progress of Yale’s Title IX initiatives, including identifying and deploying effective measures to prevent and address sexual misconduct. Since 2013, the University has convened undergraduate and graduate and professional student advisory boards to inform the Title IX Steering Committee about students’ perspectives on the University’s Title IX programs and to assist the Title IX Steering Committee in the development of student education and prevention initiatives.

Attached as Exhibit C is the following relating to Section 10a-55m(f)(3):

- A chart describing the prevention, awareness, and risk reduction programs conducted at Yale during calendar year 2016. The list of programs is extensive; should you wish further details regarding any of the programs listed, please let me know.

Prevention and Awareness Campaigns

Since January of 2012, in an effort to provide greater transparency regarding Yale's complaint procedures and to raise community awareness about the prevalence and nature of complaints that come to the University's attention, the University Title IX Coordinator has published semi-annual reports containing statistical and descriptive summaries of the complaints brought forward and actions taken by the University to address them during the previous six-month period. All semi-annual reports are available at <http://provost.yale.edu/title-ix/reports>.

Many of the programs discussed in the previous section are incorporated into the University's ongoing prevention and awareness campaigns. For example, the CCEs work throughout the school year across all classes of undergraduates to foster a positive sexual climate on campus. In addition, Yale distributes broadly the booklet "Preventing and Responding to Sexual Misconduct," which includes information about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws. The booklet was also distributed in February and August 2016 by email to all members of the Yale community and is available at <http://smr.yale.edu>.

In addition, during the first half of 2016, the University Title IX Coordinator worked with university leadership to create and implement numerous opportunities for the community to engage in meaningful discussions about the findings of the Association of American Universities' (AAU) 2015 Campus Climate Survey on Sexual Assault and Sexual Misconduct, a quantitative survey of students' experiences of sexual misconduct and campus climate. This survey, which was offered to students at Yale and 26 other colleges and universities, was organized by AAU and conducted by Westat, a nationally recognized research organization. Yale published the findings from this survey in September 2015 (see <http://provost.yale.edu/title-ix/yale-report-aau-campus-climate-survey>)

Attached as Exhibit D is the following relating to Section 10a-55m(f)(4):

- A chart describing the awareness campaigns conducted at Yale during calendar year 2016.

Incidences Reported to the Institution

The University provides the following venues for the formal and informal review and resolution of sexual misconduct complaints: the University-Wide Committee on Sexual Misconduct ("UWC"), the Title IX Coordinators, and the Yale Police Department. These offices and officials coordinate their activities closely to facilitate complainants' understanding of, access to and use of support resources and complaint processes.

Attached as Exhibit E is the following relating to Section 10a-55m(f)(5):

- A table displaying the number of incidences of sexual assault, stalking, and intimate partner violence reported to Yale officials during calendar year 2016.

Confidential or Anonymous Reports to the Institution

At Yale, students may make confidential or anonymous reports of sexual misconduct to the Sexual Harassment and Assault Response and Education ("SHARE") Center. The SHARE Center, which is staffed by trained counselors who are available on a 24/7 basis, provides information, advocacy and support for individuals dealing with sexual misconduct, and conducts broader educational programs for the Yale community. Information about the SHARE Center is available at <http://sharecenter.yale.edu/>.

Attached as Exhibit F is the following relating to Section 10a-55m(f)(6):

- A table displaying the number of confidential or anonymous reports or disclosures reported to Yale University during calendar year 2016.

Disciplinary Cases

At Yale, the University-Wide Committee on Sexual Misconduct ("UWC") addresses formal disciplinary complaints of sexual misconduct brought by any member of the Yale community in which a student or faculty member is named as a respondent. Information regarding the UWC and its procedures is available at <http://provost.yale.edu/uwc/procedures>.

Complaints against faculty and staff members may also be brought to a Title IX Coordinator, who investigates the complaint and may recommend discipline to the respondent's supervisor. Complaints against students may also be brought to a Title IX Coordinator for informal resolution; however, these complaints cannot result in disciplinary action against the student, as student discipline must be imposed through a formal process.

Attached as Exhibit G is the following materials to Section 10a-55m(f)(7):

- A table displaying the number of disciplinary cases involving allegations of sexual assault, stalking, or intimate partner violence brought forward during calendar year 2016. This table may include cases that were still pending at the end of 2016.

Attached as Exhibit H is the following relating to Section 10a-55m(f)(8):

- A table displaying the final outcome of all disciplinary cases involving allegations of sexual assault, stalking, or intimate partner violence that were **completed** during calendar year 2016. This table may include cases that were initially brought forward prior to 2016.

If, after your review of this letter and its enclosures, you have any questions please do not hesitate to contact me.

Sincerely yours,



Stephanie S. Spangler, M.D.
Deputy Provost for Health Affairs and Academic Integrity
Clinical Professor of Obstetrics and Gynecology
University Title IX Coordinator
Yale University

Do you need help now?

Call the SHARE Center at any time

Hotline - 203-432-2000
for information, advocacy
and support

In an emergency

If you are in immediate
danger, **call 911**
or Yale Police
203-432-4400

RESOURCES

SHARE Center

University-Wide Committee
on Sexual Misconduct

Yale Police Department

New Haven Police
Department

Yale Title IX Coordinators

Walden Peer Counseling

Definition of Sexual
Misconduct

Options and Resources for
Faculty, Staff & Postdocs

Frequently Asked Questions
Regarding Student
Complaints

**Reports of Complaints of
Sexual Misconduct and
Other Related Reports**

**Sexual Misconduct
Scenarios**

Sexual Misconduct Response at Yale home | Definitions of Sexual Misconduct, Consent and Harassment

Definitions of Sexual Misconduct, Consent and Harassment

Sexual Misconduct Policies at Yale

Yale University is committed to maintaining and strengthening an educational, working, and living environment founded on civility and mutual respect. Sexual misconduct is antithetical to the standards and ideals of our community and will not be tolerated.

Yale aims to eradicate sexual misconduct through education, training, clear policies, and serious consequences for violations of these policies. The University's Title IX Coordinator has responsibility for ensuring compliance with Yale's policies regarding sexual misconduct. The [University-Wide Committee on Sexual Misconduct \(UWC\)](#) and [the Title IX coordinators in each school](#) will address allegations of sexual misconduct.

Many forms of sexual misconduct are also prohibited by Connecticut and federal law, including Title IX of the education amendments of 1972, and Connecticut statutes relating to sexual offenses, and could result in civil liability or criminal prosecution.

Definition of Sexual Misconduct Including Sexual Harassment

Sexual misconduct incorporates a range of behaviors including rape, sexual assault (which includes any kind of nonconsensual sexual contact), sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person.

Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently serious to constitute sexual harassment will constitute sexual misconduct. Making photographs, video, or other visual or auditory recordings of a sexual nature of another person without consent constitutes sexual misconduct, even if the activity documented was consensual. Similarly, sharing such recordings or other sexually harassing electronic communications without consent is a form of sexual misconduct.

Violations of [Yale's Policy on Teacher-Student Consensual Relations](#) are a form of sexual misconduct.

Sexual Harassment

Sexual harassment is a form of sexual misconduct and is antithetical to academic values and to a work environment free from the fact or appearance of coercion. It is a violation of University policy and may result in serious disciplinary action. Sexual harassment consists of nonconsensual sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when: (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing; or (2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment. Sexual harassment may be found in a single episode, as well as in persistent behavior. Conduct that occurs in the process of application for admission to a program or selection for employment is covered by this policy, as well as conduct directed toward University students, faculty, or staff members. In addition, conduct by third parties (i.e., individuals who are neither students nor employees, including but not limited to guests and consultants) is covered by this policy. Both men and women are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex of the harasser. Sexual harassment is a matter of particular concern to an academic community in which students, faculty, and staff are related by strong bonds of intellectual dependence and trust. If members of the faculty, whether professors or teaching fellows, or other Yale employees, introduce sex into a professional relationship with a student, they abuse their position of authority. See the University's [Policy on Teacher-Student Consensual Relations](#).

Definition of Sexual Consent

Sexual activity requires consent, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred from the absence of a "no"; a clear "yes," verbal or otherwise, is necessary.

Consent to some sexual acts does not imply consent to others, nor does past consent to a given act imply present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked at any time.

Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity. Engaging in sexual activity with a person whom you know -- or reasonably should know -- to be incapacitated constitutes sexual misconduct.

Guidance Regarding Sexual Consent

Consent can only be accurately gauged through direct communication about the decision to engage in sexual activity. Presumptions

based upon contextual factors (such as clothing, alcohol consumption, or dancing) are unwarranted, and should not be considered as evidence for consent.

Although consent does not need to be verbal, verbal communication is the most reliable form of asking for and gauging consent, and you are thus urged to seek consent in verbal form. Talking with sexual partners about desires and limits may seem awkward, but serves as the basis for positive sexual experiences shaped by mutual willingness and respect.

Yale University

Sexual Misconduct Response

HOME > POLICIES & DEFINITIONS

Yale Sexual Misconduct Policies and Related Definitions

Sexual Misconduct Policies at Yale

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on civility and mutual respect in which students, faculty, and staff are connected by strong bonds of intellectual dependence and trust. Sexual misconduct is antithetical to the standards and ideals of our community and will not be tolerated.

Yale aims to eradicate sexual misconduct through education, training, clear policies, and serious consequences for violations of these policies. The University's Title IX Coordinator has responsibility for ensuring compliance with Yale's policies regarding sexual misconduct. The [University-Wide Committee on Sexual Misconduct \(UWC\)](http://provost.yale.edu/uwc) (<http://provost.yale.edu/uwc>) and [the Title IX coordinators](http://provost.yale.edu/title-ix/coordinators) (<http://provost.yale.edu/title-ix/coordinators>) address allegations of sexual misconduct.

These policies apply to all members of the Yale community as well as to conduct by third parties (i.e., individuals who are neither students nor employees, including but not limited to guests and consultants) directed toward, University students, faculty, or staff members. Conduct that occurs in the process of application for admission to a program or selection for employment is covered by these policies.

Many forms of sexual misconduct are prohibited by Connecticut and federal law, including Title IX of the education amendments of 1972, and Connecticut statutes relating to sexual offenses, and could result in criminal prosecution or civil liability.

Sexual Misconduct

Sexual misconduct incorporates a range of behaviors including sexual assault, sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person.

Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently severe or pervasive to constitute sexual harassment will constitute sexual misconduct. Making photographs, video, or other visual or auditory recordings of a sexual nature of another person without consent constitutes sexual misconduct, even if the activity documented was consensual. Similarly, sharing such recordings or other sexually harassing electronic communications without consent is a form of sexual misconduct. All members of our community are protected from sexual misconduct, and sexual misconduct is prohibited regardless of the sex of any party involved.

Violations of [Yale's Policy on Teacher-Student Consensual Relations](http://www.yale.edu/equalopportunity/policies/index.html) (<http://www.yale.edu/equalopportunity/policies/index.html>) and its policy on Relationships between Staff Members are a form of sexual misconduct.

Sexual Harassment

Sexual harassment consists of nonconsensual sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when: (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing; or (2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment. Sexual harassment may be found in a single episode, as well as in persistent behavior. All members of our community are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex of the harasser or the harassed.

Sexual Assault

Sexual assault is any kind of nonconsensual sexual contact, including rape, groping, and any other nonconsensual sexual touching.

Sexual Consent

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Intimate Partner Violence

Intimate partner violence (IPV) occurs when a current or former intimate partner uses or threatens physical or sexual violence. IPV also may take the form of a pattern of behavior that seeks to establish power and control by causing fear of physical or sexual violence. Stalking may also constitute IPV.

Stalking

Stalking is repeated or obsessive unwanted attention directed toward an individual or group that is likely to cause alarm, fear, or substantial emotional distress. Stalking may take many forms, including following, lying in wait, monitoring, and pursuing contact. Stalking may occur in person or through a

medium of communication, such as letters, e-mail, text messages, or telephone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

Last updated May 10, 2016

In an emergency:

If you are in immediate danger, call 911 or [Yale Police \(https://your.yale.edu/community/public-safety/overview-yale-police-department\)](https://your.yale.edu/community/public-safety/overview-yale-police-department) at 203.432.4400

Contact the SHARE Center (<http://sharecenter.yale.edu/>) :

Call the hotline anytime at 203.432.2000 for information, advocacy and support

[View more information on who can help and how \(/sites/default/files/files/considering-seeking-help.pdf\)](/sites/default/files/files/considering-seeking-help.pdf).

Yale

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Yale Promoting a Campus Free of Sexual Misconduct

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on civility and mutual respect in which students, faculty, and staff are connected by strong bonds of intellectual dependence and trust. Sexual misconduct is antithetical to the standards and ideals of our community and will not be tolerated.

What is sexual misconduct?

To read the full version of Yale's sexual misconduct policies and definitions, visit <http://smr.yale.edu>.

Sexual misconduct incorporates a range of behaviors including sexual assault (which includes any kind of nonconsensual sexual contact), sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person. Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently serious to constitute sexual harassment will constitute sexual misconduct.

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If you have experienced sexual misconduct...

Every situation is unique, but you might consider taking the following steps:

- *Ensure your own safety.* If you are in danger or feel unsafe, the Yale Police Department is available 24/7.
- *Seek medical help.* SHARE counselors are prepared to help and to offer information on where to go and what to do. They can help you coordinate medical treatment and evidence collection.
- *Seek emotional support.* Whether you talk to a friend, family member, loved one, or SHARE counselor, talking can help you sort through your situation, emotions, and response.
- *Consider taking action.* Any of the resources listed on this brochure can assist you.

University resources for dealing with sexual misconduct:

- ***SHARE Center***
Sexual Harassment & Assault Response & Education
203-432-2000, 24/7 availability
Confidential or anonymous
<http://sharecenter.yale.edu>
- ***University-Wide Committee on Sexual Misconduct (UWC)***
203-432-4449, 9am – 5pm weekdays
<http://provost.yale.edu/uwc>
- ***Title IX Coordinators***
203-432-4446, 9am – 5pm weekdays
To see the full list of Title IX Coordinators, visit <http://provost.yale.edu/title-ix>
- ***Yale Police Department (YPD)***
203-432-4400, 24/7 availability
<http://publicsafety.yale.edu>

For more information and resources, visit <http://smr.yale.edu>

Title IX Coordinator for Yale University

Stephanie Spangler
Deputy Provost for Health Affairs & Academic Integrity
stephanie.spangler@yale.edu | (203) 432-4446

Yale Know Your Rights and Options

If you are dealing with sexual misconduct and need help understanding your options or simply need to talk to someone, the SHARE Center can offer support.

SHARE Center

203-432-2000
Confidential or anonymous hotline,
24-hour availability
<http://sharecenter.yale.edu>

- Professional, expert help for members of the Yale community who have experienced sexual misconduct
- Coordinates medical treatment and evidence collection
- Assists with contacting police and/or initiating a complaint
- Assists with accessing campus and community resources (see *Accommodations, Interim Measures, and Additional Resources* below)
- Strictly confidential services – anonymous if desired

If you are considering filing a report or complaint, below are your Yale resources.

University-Wide Committee on Sexual Misconduct

203-432-4449
9am – 5pm weekdays
<http://provost.yale.edu/uwc>

- Yale's internal disciplinary committee for complaints of sexual misconduct; handles both formal and informal complaints
- Members include faculty, staff and students; supported by professional, independent fact-finders
- Complainants can discuss options and seek resolution, remedies, and disciplinary action
- Confidential – shares limited information with the University Title IX Coordinator

Title IX Coordinators

203-432-4446
9am – 5pm weekdays
<http://provost.yale.edu/title-ix>

- Reporting to the University Title IX Coordinator, Deputy Title IX Coordinators assigned to Yale College, the Graduate School, each professional school, and faculty and staff
- Inform complainants of criminal and disciplinary options, investigate complaints, and assist with interim measures and remedies
- Take institutional action when necessary
- Confidential – with limited exceptions

Yale Police Department

203-432-4400
24-hour availability
<http://publicsafety.yale.edu>

- Sworn police officers; Sensitive Crimes & Support Coordinator
- Any member of the community may bring a complaint of sexual misconduct to the YPD; the YPD consults on potential complaints without requiring a police report to be filed
- Conducts criminal investigations
- Offers assistance and services to victims, including helping to contact the New Haven Police or other law enforcement agencies and providing information about obtaining and/or enforcing a protective/restraining order through the criminal justice system
- Confidential – shares limited information with the University Title IX Coordinator

Accommodations, Interim Measures, and Additional Resources

If you have experienced sexual misconduct, Yale will take steps to minimize the impact of the incident and to provide a safe educational and work environment. Yale can provide accommodations and interim measures that are responsive to your needs and reasonably available, such as no-contact orders, temporary suspensions, or changes to working, academic, or living arrangements. A Title IX Coordinator will facilitate these measures in collaboration with the UWC, the YPD, SHARE, and Human Resources as applicable.

SHARE staff members and Title IX Coordinators can also assist you with accessing the following campus and community resources:

- Mental Health & Counseling (for students): Yale Health, 203-432-0290.
- Counseling and Support Services (for employees): Magellan Health Services, 1-800-327-9240.
- Sexual assault crisis services: Women & Families Center, 1-888-999-5545.
- Domestic violence services: The Umbrella Center, 203-736-2601.
- Legal services: New Haven Legal Assistance, 203-946-4811.
- Visa and immigration assistance: Yale Office of International Students & Scholars, 203-432-2305.

Program Type	Program Summary	Audience
Orientation	TIX presentation on Yale's sexual misconduct policies, procedures, and resources	All MSN-GEPN, RN-Entry and DNP students entering their first year of study at YSN.
Orientation	Orientation/discussion/scenarios on issues related to mental health and sexual misconduct	Downs Fellowship Program Yale
Orientation	Orientation and TIX training on sexual misconduct	Engineering School
Orientation	Orientation/discussion/scenarios on issues related to mental health and sexual misconduct	Executive Program (Management)
Orientation	Orientation/discussion/scenarios on issues related to mental health and sexual misconduct	First-year counselors (FroCos)
Orientation	Presentation on SHARE & TIX policies, resources, and procedures	First-year graduate students (Engineering)
Orientation	Professional Ethics Training for new students. Presentation and group discussion in a "seminar" setting on professional ethics, including issues surrounding sexual misconduct, Yale policies and resources	First-year graduate students (Graduate School of Arts and Sciences)
Orientation	Orientation and TIX training on sexual misconduct	First-year students (Architecture)
Orientation	Presentation on TIX policies, resources, and procedures	First-year students (Divinity School)
Orientation	Discussion at Orientation to review new rehearsal protocols for scenes with sexual content	First-year students (Drama)
Orientation	Meeting at Orientation to discuss Title IX policies & resources, and the AAU survey results	First-year students (Drama)
Orientation	Presentation on TIX policies, resources, and procedures, plus Bystander Intervention Training	First-year students (Management)
Orientation	Orientation/discussion/scenarios on issues related to mental health and sexual misconduct	First-year students (Medicine)
Orientation	Presentation and case discussion on Yale's sexual misconduct policies and resources	First-year students (Public Health)
Orientation	Presentation on TIX policies, resources, and procedures	First-year students (School of Forestry and Environmental studies)
Orientation	Available resources at Yale; recognizing and avoiding sexual pressure	Freshman Scholars at Yale students
Orientation	TIX presentation, case studies, and discussion regarding Yale's sexual misconduct policies and resources	MPH and PhD students serving as teaching fellows (Public Health)
Orientation	Orientation for incoming faculty members at Yale University, including TIX training	New faculty members at Yale University
Orientation	TIX training on policies, procedures, and resources for faculty at YSM	New faculty orientation
Orientation	Orientation and TIX training on sexual misconduct for Dean's Advisors, Coker Fellows, Teaching Assistants, and Peer Advocates	Peer advocates (Law)
Orientation	Presentation on TIX policies, resources, and procedures	Students (Art)
Orientation	Presentation on TIX policies, resources, and procedures	Students (Law)
Panel/Workshop	Panel discussion on sexual and social culture at Yale	Admitted undergraduate students
Panel/Workshop	AFROTC: Creating a Culture of Respect; Advanced Bystander Intervention, building community values, and active listening	Air Force ROTC (Yale College)
Panel/Workshop	Myth of Miscommunication Workshop on legibility of sexual consent; recognizing and avoiding sexual pressure	All freshmen students

Program Type	Program Summary	Audience
Panel/Workshop	Bystander intervention: knowing when to intervene in problematic situations, especially with regard to sexual assault	All sophomore students
Panel/Workshop	Screening and discussion of the documentary "The Hunting Ground" on the issues of sexual assault and violence on university campuses.	Divinity School community
Panel/Workshop	Presentation & panel discussion on Yale's sexual misconduct policies and resources	First-year students (Yale College)
Panel/Workshop	Presentation on interim measures on behalf of Ellen Crosgrove (TIX Coordinator)	Law School community
Panel/Workshop	Panel discussion on sexual and social culture at Yale	Parents of admitted undergraduate students
Panel/Workshop	Workshop on sexual harassment and gender dynamics in the workplace	Predoctoral Psychology Fellows (Medicine)
Panel/Workshop	F&ES Internship Pre-departure Workshop on personal safety and sexual misconduct resources while on internship	Students (School of Forestry and Environmental studies)
Panel/Workshop	Panel at the Graduate School on Title IX policies & resources, and the AAU survey results	Students from the Graduate School of Arts and Sciences
Panel/Workshop	Celebrating Women in Medicine: Conversations on Leadership, Professional Relationships, and Work-Life Balance	Students, residents and fellows (Medicine)
Panel/Workshop	New member bystander intervention training	Various Greek Organizations
Panel/Workshop	Workshop on improving sexual culture at Yale	Yale College community
Panel/Workshop	Workshop on processing anger related to sexual climate/violence	Yale College community
Panel/Workshop	Workshop on supporting friends and loved ones who have experienced sexual misconduct	Yale College community
Panel/Workshop	Take Back the Night discussion on building a positive culture; improving community dynamics	Yale College students
Panel/Workshop	Take Back the Night Speakout supporting survivors of sexual misconduct; building a positive culture	Yale College students
Panel/Workshop	Discussion with Bianca Castro, Jen Richards and Angelica Ross about trans representation and issues in the field	Yale community
Panel/Workshop	Interactive, award-winning workshop about intimate partner violence, sexual violence and trauma affect LGBTQ survivors and communities.	Yale community
Panel/Workshop	Panel of scholars and advocates who discussed the mobilization of Title IX, today and historically. Panelists examined the law's broad authority, varied applications, and overall effectiveness.	Yale community
Panel/Workshop	Screening and discussion of the documentary "The Hunting Ground" on the issues of sexual assault and violence on university campuses.	Yale community
Panel/Workshop	Take Back the Night Moving Forward: Supporting Yourself, Your Friends and Your Community Workshop	Yale community
Panel/Workshop	Myth of Miscommunication Workshop about legibility of sexual consent; recognizing and avoiding sexual pressure	Yale Summer Session high school students
Meeting/Training	Bystander Intervention Training at the School of Drama	2nd & 3rd yr students

Program Type	Program Summary	Audience
Meeting/Training	Training on policies, resources and procedures for the Advisory Committee on Student Life at Yale	Advisory Committee on Student Life at Yale
Meeting/Training	TIX presentation on policies, resources, and procedures and discussion of scenarios	All students (School of Music)
Meeting/Training	Meeting to discuss future departmental climate initiatives	Astronomy graduate students
Meeting/Training	Meeting with Astronomy students and Dept. Chair to discuss sexual harassment and Title IX issues	Astronomy students and faculty member
Meeting/Training	Meeting with Chairs from the Faculty of Arts and Sciences, discuss TIX Issues as they arise	Chairs (faculty) from the Faculty of Arts and Sciences
Meeting/Training	Meeting with Chairs from the Faculty of Arts and Sciences, to discuss Title IX policies, procedures, and resources	Chairs (faculty) from the Faculty of Arts and Sciences
Meeting/Training	Meeting with the DGS, graduate students and postdocs (Chemistry Department), to discuss Title IX and sexual misconduct issues	Chemistry Department Graduate Students and Post-docs
Meeting/Training	TIX Training on policies, resources and procedures at the Child Study Center	Child Study Center faculty and staff
Meeting/Training	Training on policies, resources and procedures for Department of Cellular and Molecular Physiology	CMP faculty and staff
Meeting/Training	Bystander Invention Workshop for CCEs: Learning how to facilitate the workshop; building intervention skills	Communication and Consent Educators (CCEs)
Meeting/Training	Initial fall training; preparation for freshmen workshops; resource availability; learning about positive campus culture	Communication and Consent Educators (CCEs)
Meeting/Training	Introduction and background to Title IX, UWC, SHARE	Communication and Consent Educators (CCEs)
Meeting/Training	Meeting with the four Cultural Centers at Yale to discuss Title IX policies, procedures, resources, and AAU survey results	Cultural Center staff
Meeting/Training	Meeting with Dean of YDS to discuss campus climate at the professional school and talk about the next steps	Dean of Yale Divinity School
Meeting/Training	Meeting with deans to review Title IX policies, procedures, resources, and AAU survey results	Deans of the Graduate and Professional Schools
Meeting/Training	Discussing strategies for creating culture change	Delegation of Yale-NUS Student Leaders
Meeting/Training	Meeting with the Department of French discuss Title IX policies, procedures, resources, and AAU survey results	Department of French Graduate Students and Faculty
Meeting/Training	Meeting with Directors of Graduate Studies to discuss Title IX policies, procedures, resources, and AAU survey results	Directors of Graduate Studies for FAS Departments
Meeting/Training	Bystander Intervention Training for the Diversity Fellows (GSAS)	Diversity Fellows, Graduate School
Meeting/Training	Meeting with the Divinity School community to discuss Title IX policies, procedures, resources, and AAU survey results	Divinity School Community

Program Type	Program Summary	Audience
Meeting/Training	Meeting with the Yale Divinity School Task force on sexual misconduct, to discuss goals and programming	Divinity School faculty, students, staff
Meeting/Training	TIX training at the EEB Department TIX policies, procedures, and resources	EEB Department, faculty, postdocs, students and staff
Meeting/Training	Training on policies, resources and procedures at Department of Emergency Medicine	Emergency medicine, faculty and staff
Meeting/Training	Meeting with the Architecture community to discuss Title IX policies, procedures, resources, and AAU survey results	Faculty (Architecture)
Meeting/Training	Meeting with the Drama community to discuss Title IX policies, procedures, resources, and AAU survey results	Faculty (Drama School)
Meeting/Training	Meeting with the Forestry community to discuss Title IX policies, procedures, resources, and AAU survey results	Faculty (Forestry and Environmental Studies)
Meeting/Training	Meeting with members of the Slavic Department to discuss Title IX policies, procedures, resources, and AAU survey results	Faculty and students, Slavic Department
Meeting/Training	Meeting with the Faculty of Arts and Sciences Senate to discuss Title IX programs, policies, and procedures	Faculty of Arts and Sciences Senate
Meeting/Training	Meeting with Medical School Department Chairs to discuss Title IX policies, procedures, resources, and sexual misconduct	Faculty, Department Chairs
Meeting/Training	Meeting with faculty of Geology and Geophysics Department to discuss Title IX policies, procedures, and resources	Faculty, Geology & Geophysics
Meeting/Training	TIX training for faculty at the Department of Religious Studies on sexual misconduct and TIX policies, procedures, and resources	Faculty, Religious Studies
Meeting/Training	Meeting with the Nursing community to discuss Title IX policies, procedures, resources, and AAU survey results	Faculty, staff (Nursing)
Meeting/Training	Meeting with the School of Architecture community to discuss Title IX policies, procedures, resources, and AAU survey results	Faculty, students (Architecture)
Meeting/Training	Meeting with members of the Law School TIX working group to discuss goals and campus climate	Faculty, students, staff (Law School)
Meeting/Training	Meeting with Faculty of Arts Chairs to discuss Title IX policies, procedures, resources, and AAU survey results	FAS Chairs
Meeting/Training	TIX training policies, resources, and procedures at YSM training	First year physical associate
Meeting/Training	TIX training on policies, resources and procedures for Freshmen Counselors	First-year counselors (FroCos)
Meeting/Training	Bystander Intervention Training	First-year students (Drama)
Meeting/Training	TIX training on resources and policies at YSM as part of the Personal Behavior and Professionalism Course	First-year students (Medicine)

Program Type	Program Summary	Audience
Meeting/Training	Advanced bystander intervention; dynamics of sexual misconduct; responding to disclosures; campus and local resources; reporting protocols; freshman orientation materials; postive culture building	Freshman Counselors
Meeting/Training	Meeting to discuss Title IX policies, procedures, and resources	Graduate students (Medicine)
Meeting/Training	Bystander intervention training at the School of Management	Graduate students and staff (Management)
Meeting/Training	Meeting with graduate student leaders to discuss Title IX training, policies, procedures, and sexual misconduct resources on campus	Graduate students, members of the Graduate and Professional Student Senate (GPSS), and the Graduate Student Assembly)
Meeting/Training	Training session for facilitators of the graduate school's professional ethics/TIX training	Graduate students, orientation facilitators
Meeting/Training	TIX Training on policies, resources and procedures for the Department of Internal Medicine at the Fitkin Auditorium	Internal Medicine, faculty and staff
Meeting/Training	Discussion with Law School community to discuss Title IX policies, procedures, resources, and AAU survey results	Law School community
Meeting/Training	Follow up meeting to discuss Title IX policies, procedures, resources, and AAU survey results	Leaders of the Yale Cultural Centers
Meeting/Training	TIX Training on policies, resources and procedures session for Department of Cellular & Molecular Biophysics	MB&B, faculty and staff
Meeting/Training	Meeting with MBCC Department to discuss Title IX policies, procedures, and resources	MBCC Department
Meeting/Training	Bystander Intervention Training for the Medical Student Council	Medical School Student Council
Meeting/Training	Meeting to review UWC procedures	Medical Student Council Leadership
Meeting/Training	Departmental Meeting to discuss Title IX policies, procedures, resources, and AAU survey results	members of the Genetics Department
Meeting/Training	Annual meeting of YaleWomen association, presentation about Title IX and sexual misconduct	Members of YaleWomen (alumni association)
Meeting/Training	NROTC: Creating a Culture of Respect; Advanced Bystander Intervention, building community values, and active listening	Navy ROTC Students (Yale College)
Meeting/Training	Training on policies, resources and procedures at Department of Neurobiology	Neurobiology, faculty and staff
Meeting/Training	Two hour session focused on sexual harassment; all attendees receive information on the University's sexual misconduct policies, definitions, and resources as well as relevant state and federal laws	New Managers
Meeting/Training	Training on policies, resources and procedures for Department of Ophthalmology	Ophthalmology faculty and staff
Meeting/Training	Training on policies, resources and procedures session for Department of Pathology	Pathology faculty and staff
Meeting/Training	Training on sexual misconduct policy and response/resources	Peer Liaisons
Meeting/Training	Incident response; reporting responsibilities; building positive culture; advanced intervention skills and scenarios	Pre-orientation Leaders (Harvest, Cultural Connections, Freshmen Outdoor Orientation Trips, and Office of International Studies)

Program Type	Program Summary	Audience
Meeting/Training	Meeting with residential Deans (Yale College) to discuss sexual misconduct and TIX policies, procedures, and resources	Residential College Deans
Meeting/Training	Training on Title IX definitions and reporting responsibilities	Residential College deans
Meeting/Training	Meeting to discuss TIX issues, policies, and resources with School of Art community members	School of Art community members
Meeting/Training	Meeting with the Management community to discuss Title IX policies, procedures, resources, and AAU survey results	School of Management community
Meeting/Training	Meeting to discuss campus climate and Title IX efforts to prevent sexual misconduct at the Yale School of Medicine	School of Medicine faculty, students, staff
Meeting/Training	Training on dealing with sexual misconduct in clinical settings	School of Medicine
Meeting/Training	Meeting with the Public Health community to discuss Title IX policies, procedures, resources, and AAU survey results	School of Public Health community
Meeting/Training	Discussion of climate and diversity issues in STEM including ideas for best practices	Science and Engineering Chair's Council Meeting
Meeting/Training	TRANSITION – Challenges to the learning Climate: Difficult Patients, Harassment and Mistreatment	Second year medical students
Meeting/Training	Meeting with members of the S&P Department to discuss Title IX policies, procedures, resources, and AAU survey results	Spanish & Portuguese Graduate Students
Meeting/Training	Training on Title IX policies, procedures, resources, and sexual misconduct for Department of Spanish and Portuguese	Spanish and Portuguese faculty
Meeting/Training	TIX training for Divinity School staff on sexual misconduct and TIX policies, procedures, and resources	Staff (Divinity School)
Meeting/Training	Meeting to discuss sexual misconduct and TIX compliance	Staff, Athletics Department
Meeting/Training	TIX training for staff members at Haskins Laboratories on TIX policies, procedures, and resources	Staff, Haskins Laboratories
Meeting/Training	TIX training for the Office of International Students and Scholars on TIX policies, procedures and resources	Staff, Office of International Students and Scholars
Meeting/Training	TIX staff members met YSN students to discuss Title IX policies, procedures, resources, and AAU survey results	Students (Nursing)
Meeting/Training	Townhall meeting with School of Medicine students to discuss discuss Title IX policies and AAU survey results	Students (School of Medicine)
Meeting/Training	Meeting with the School of Art community to discuss Title IX policies, procedures, resources, and AAU survey results	Students, faculty and staff (School of Art)

Program Type	Program Summary	Audience
Meeting/Training	This training is required by Connecticut law for any employee or faculty member that supervises another person. It covers the role of the manager/supervisor in sexual harassment situations in the workplace and the policies and practices for resolution. It also includes an overview of both Federal and State laws and recent case decisions on sexual harassment issues so that supervisors understand employer and employee liabilities under the law. All attendees also receive information on the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws.	Supervisors
Meeting/Training	Training session for the Department of Surgery	Surgery faculty and staff
Meeting/Training	Bystander Intervention Training for the School of Architecture	Third year students (Architecture)
Meeting/Training	Communication & Consent Educator Training	Undergraduate students
Meeting/Training	Freshmen Counselor Training	Undergraduate students
Meeting/Training	Monthly Undergraduate Title IX Advisory Board meetings	Undergraduate students
Meeting/Training	Walden Peer Counseling Training	Undergraduate students
Meeting/Training	Weekly meetings throughout fall semester with Walden Peer Counselors	Undergraduate students
Meeting/Training	Weekly planning meetings for Take Back the Night throughout spring semester	Undergraduate students
Meeting/Training	University's obligations under Title IX; University's regulations regarding sexual misconduct; relevant resources available on campus; UWC procedures, including accepting, processing and investigating complaints of sexual misconduct; the importance of confidentiality, fair process, impartiality, applicable legal standards; review of scenarios and penalties; and interviewing and investigations	University-wide Committee members and Title IX Coordinators
Meeting/Training	Annual training on mental health and sexual misconduct issues	Walden Peer Counselors
Meeting/Training	Meeting with members of the Women Faculty Forum, to discuss TIX policies, procedures and resources, and sexual misconduct	Women Faculty Forum members
Meeting/Training	Title IX presentation given to Yale College Faculty on the Title IX semi-annual reports, policies, procedures, and resources	Yale College faculty members
Meeting/Training	Building a Positive Sexual Culture: The Core Toolkit; Advanced bystander intervention; dynamics of sexual misconduct; responding to disclosures; campus and local resources; reporting protocols; freshman orientation materials; postive culture building	Yale College Students
Meeting/Training	Positive Communication through Improv Workshop: Part of Take Back the Night Event Series. Workshop uses improvised comedy to build positive, healthy communication skills.	Yale College Students
Meeting/Training	Captain's Training; Advanced Bystander Intervention, Active Listening, Sexual Misconduct Resources and policies	Yale college Varisty Captains
Meeting/training	Meeting with the English Department graduate students to discuss Title IX policies, procedures, resources, and AAU survey results	Yale Department of English Graduate Students

Program Type	Program Summary	Audience
Meeting/Training	Meeting with members of the Music Department to discuss Title IX policies, procedures, resources, and AAU survey results	Yale Department of Music Graduate Students
Meeting/Training	Meeting with students and faculty at the EALL Department to discuss Title IX policies, procedures, resources, and AAU survey results	Yale East Asian Languages Department Graduate Students and Faculty
Meeting/Training	Training on the SHARE Center and sexual misconduct issues for medical assistants at Yale Health	Yale Health Medical Assistants
Meeting/Training	SHARE Services Training	Yale Health Mental Health Fellows
Meeting/Training	Training on sexual misconduct policy and response/resources	Yale Security
Meeting/Training	Talk on Interpersonal Violence, given by the Yale Police Department	Yale staff
Meeting/Training	Panel about Yale's efforts to prevent sexual misconduct	Yale staff at Family Weekend
Meeting/Training	Fall organization leadership meeting. Covered Sexual misconduct resources and policies.	Yale Student Organization Leaders
Meeting/Training	Meeting discuss climate and Title IX issues	Yale Summer Programs
Meeting/Training	Creating positive culture; consent; relationships and intimacy; gender and sexuality	Yale Visiting International Student Program Peer Liaisons
Meeting/Training	Meeting with the Yale Divinity School Task force on sexual misconduct, to discuss goals and programming	YDS faculty/staff
Meeting/Training	TIX training for staff members at the Medical Staff Professionalism Committee on TIX policies, procedures, and resources	YSM Professionalism Committee
Meeting/Training	Breaking the Script of Sexual Violence and Sexual Harassment	
Informational Fair	SHARE information booth & discussions	Graduate Students
Informational Fair	SHARE information booth & discussions	Graduate Students & Women in Science at Yale
Informational Fair	SHARE information booth & discussions	Students (Divinity School)
Informational Fair	Table at Freshmen Move-In Day	Undergraduate students & their families
Informational Fair	SHARE information booth & discussions	Yale College Freshman
Informational Fair	SHARE Center Open House for 10th anniversary of the Center	Yale Community
Informational Fair	Social and informational gathering at the LGBTQ Center	Yale Community

Prevention and Awareness Campaigns

The table below details the sexual assault, stalking and intimate partner violence prevention and awareness campaigns conducted at Yale University during calendar year 2016.

Campaign	Summary	Type
Communication and Consent Educators	<p>The Communication and Consent Educators (CCEs) are a large, diverse group of undergraduates working together to foster a more positive sexual and social climate on campus. Through workshops, trainings, and conversations, the CCEs help students identify troubling peer dynamics and develop skills for effective interventions. Information about the CCE program is available at http://cce.yalecollege.yale.edu/.</p> <p>Also see Exhibit C for information about the specific programming efforts of the CCEs.</p>	<p>Meetings/Trainings Panels/Workshops Social Media</p>
Booklet, “Preventing and Responding to Sexual Misconduct”	<p>Distributed in printed format at orientations, meetings/trainings, and panels/workshops, this booklet includes the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws. It was also distributed in February and August 2016 by email to all members of the Yale community and is available at http://smr.yale.edu.</p>	<p>Electronic Communications Flyers/Posters</p>
AAU Campus Sexual Climate Survey	<p>Administered during April 2015, this survey was offered to all students and asked individuals to report their experiences at Yale with regard to a range of behaviors, including sexual assault, intimate partner violence, and stalking.</p> <p>Results of the survey were published to the entire Yale community in September 2015 and, during the fall of 2015 and spring of 2016, the University Title IX Coordinator led dozens of meetings throughout the community to discuss the</p>	<p>Meetings/Trainings Panels</p>

	<p>results and to identify ways to improve the campus climate.</p> <p>Also see Exhibit C for information about the specific programming efforts related to the AAU Survey.</p>	
Semi-annual Reports of Complaints of Sexual Conduct	<p>Distributed semi-annually by email to all members of the Yale community, the <u><i>Report of Complaints of Sexual Misconduct</i></u> presents information about complaints of sexual misconduct brought to the attention of University officials for each six-month period. These reports are prepared by the University Title IX Coordinator and are intended to raise the awareness of the Yale community to the prevalence of sexual misconduct. These reports include both statistical summaries as well as descriptive summaries of individual complaints. All semi-annual reports are available at http://provost.yale.edu/title-ix/reports.</p>	Electronic Communications
Responsible employee notification	<p>Annual notification to faculty members and administrators regarding their responsibilities for responding to a report of sexual misconduct as well as reporting the allegations to a Title IX Coordinator.</p>	Electronic Communications

Incidences Reported to the Institution

The table below shows the number of incidences of sexual assault, stalking and intimate partner violence reported to Yale University's Title IX Coordinators, the University-Wide Committee on Sexual Misconduct, and the Yale Police Department during calendar year 2016. In some cases, the complainant may have reported the same incidence to multiple campus resources. For reporting purposes, the incidence is only counted once in the table below.

Category of Sexual Misconduct	Number of Incidences
<u>Sexual Assault</u>	53
<u>Stalking</u>	11
<u>Intimate Partner Violence</u>	8
Total	72

Confidential or Anonymous Reports to the Institution

The table below shows the number of confidential or anonymous reports or disclosures related to sexual assault, stalking and intimate partner violence made to Yale University during calendar year 2016. A complainant may report to multiple campus resources; therefore, some of these reports may also be included in those documented in Exhibit E.

Category of Sexual Misconduct	Number of Reports or Disclosures
<u>Sexual Assault</u>	83
<u>Stalking</u>	10
<u>Intimate Partner Violence</u>	10
Total	103

Disciplinary Cases

The table listed below shows the number of disciplinary cases at Yale University involving allegations of sexual assault, stalking and intimate partner violence. All of these disciplinary cases were brought to the [University-Wide Committee on Sexual Misconduct](#), the University's internal disciplinary committee for cases of sexual misconduct, or a Title IX Coordinator during calendar year 2016.

Category of Sexual Misconduct	Number of Cases
Sexual Assault	9
Stalking	0
Intimate Partner Violence	0
Total	9

Disciplinary Cases

The table below includes excerpts from Yale University's semi-annual Reports on Complaints of Sexual Misconduct (available at <http://provost.yale.edu/title-ix/reports>), which detail the disciplinary cases brought forward to the University involving allegations of sexual assault, stalking and intimate partner violence. This table includes the final outcome of all disciplinary cases that were completed during calendar year 2016, some of which may have been initiated prior to 2016, including the outcome of any appeals of such final outcome. NOTE: the number of disciplinary cases reported in Exhibit G will not reflect the same number of cases reported here.

<i>During calendar year 2016 there were 7 new complaints brought forward to the University-wide Committee on Sexual Misconduct or a Title IX Coordinator involving allegations of sexual assault, stalking or intimate partner violence that resulted in discipline. Listed below are the details and outcomes of those cases. In addition, there were 4 cases initiated prior to 2016 that were completed during 2016. The details and outcomes of these cases are also listed below.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The complainant withdrew the complaint. No-contact restrictions, which were imposed as an interim measure during the proceedings, were continued.
Yale College Student	Yale College Student	Sexual assault	A Title IX Coordinator brought a formal complaint alleging that a YC student engaged in sexual penetration of another YC student without consent. The UWC found sufficient evidence to support the allegation. The respondent was expelled.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual touching without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended until May 2018 and required to receive training on sexual consent.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The complainant withdrew the complaint. No-contact restrictions, which were imposed as an interim measure during the proceedings, were continued.
Graduate & Professional Student	Graduate & Professional Student	Stalking	A G&P student alleged that a G&P student with whom the complainant previously had a relationship sent unwanted messages on a number of occasions. The UWC found sufficient evidence to support a finding that the respondent engaged in stalking and other unacceptable conduct. The respondent was suspended until June 2017 and required to receive training on awareness of stalking behavior and harassment.
Non-Yale	Yale College Student	Sexual assault	A Title IX Coordinator brought a formal complaint on behalf of a non-Yale student who alleged that a YC student engaged in sexual penetration without consent and physically assaulted the complainant. No-contact restrictions were imposed as an interim measure. The UWC did not find sufficient evidence to support the allegations.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that they were sexually assaulted by another YC student. The respondent withdrew from the university with the disciplinary charge pending, a fact that is noted on the respondent's transcript. Should the respondent apply to return to Yale College, eligibility for matriculation will be conditioned on the UWC's resolution of the outstanding complaint.

<p><i>During calendar year 2016 there were 7 new complaints brought forward to the University-wide Committee on Sexual Misconduct or a Title IX Coordinator involving allegations of sexual assault, stalking or intimate partner violence that resulted in discipline. Listed below are the details and outcomes of those cases. In addition, there were 4 cases initiated prior to 2016 that were completed during 2016. The details and outcomes of these cases are also listed below.</i></p>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Staff	Sexual assault	A former YC student alleged that a Yale staff member engaged in sexual penetration without consent. The UWC did not accept jurisdiction because the respondent was a casual/temporary employee. The case was referred to a Title IX coordinator. The respondent subsequently resigned.
Graduate & Professional Student	Faculty	Sexual assault	A G&P student alleged that a faculty member engaged in sexual touching without consent. The UWC did not find sufficient evidence to support the allegation. The UWC found sufficient evidence that the faculty member violated the Policy on Teacher-Student Consensual Relations. The respondent was given a written reprimand, was put on probation for the remainder of the respondent's affiliation with Yale, and was required to complete training on current policies on sexual misconduct and Teacher-Student Consensual Relations. No-contact restrictions were imposed and the respondent is not permitted to participate in academic decisions about the complainant.
Graduate & Professional Student	Postdoctoral Trainee	Sexual assault	A G&P student alleged that they were sexually assaulted by a postdoctoral trainee. The respondent subsequently did not return to work and was therefore terminated. Should the respondent apply to return to Yale, eligibility for return will be conditioned on the UWC's resolution of the outstanding complaint.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended for two terms until May 2017.