

# Yale OFFICE OF THE PROVOST

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## VIA EMAIL

September 30, 2018

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 2017.

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) of the Connecticut General Statutes.

#### 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, 2017 through July 31, 2017.
- A-2: Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period August 1, 2017 through December 31, 2017.

#### 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 *Key Points to Remember*.

#### 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 and Prevention 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 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/>.

During 2017, Yale continued to roll-out a bystander intervention workshop for the graduate and professional student community—an initiative guided, in part, by the positive model set by the undergraduate bystander training program. This program was originally piloted in the fall of 2016, and in 2017, with the help of faculty and staff leaders, we further developed the workshops to be more relevant to specific departments and broader constituencies. To date, more than 3,500 members of the graduate and professional student community have participated in these workshops.

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 2017. 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>.

In 2017, Yale implemented another option for members of the Yale community to communicate with the Yale Police, the Title IX Office, the SHARE Center, and the Office for Equal Opportunity Programs (see <https://news.yale.edu/2017/10/05/resources-students-address-discrimination-harassment-concerns>). Through the LiveSafe app, students, faculty, and staff can submit confidential messages to these offices, can receive information about resources, and have access to a range of safety tools.

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 2017 by email to all members of the Yale community and is available at <http://smr.yale.edu>.

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 2017.

#### 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 2017.

#### 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 2017.

#### Disciplinary Cases

At Yale, the 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 2017. This table may include cases that were still pending at the end of 2017.

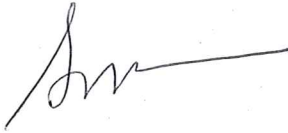
Attached as Exhibit H is the following relating to Section 10a-55m(f)(8):

- 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 2017. This table may include cases that were initially brought forward prior to 2017.

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

Sincerely yours,

A handwritten signature in black ink, appearing to read 'S. Spangler', with a long horizontal flourish extending to the right.

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

# 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 \(UWC\)](#) and [the 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](#) and its policy on Relationships between Staff Members are a form of sexual misconduct.

### Need help now?

#### In an emergency:

If you are in immediate danger, call 911 or [Yale Police](#) at 203.432.4400

#### Contact the SHARE Center:

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

[View more information on who can help and how.](#)

### Latest Updates

[August 2016 Report of Complaints of Sexual Misconduct](#)

[Yale Report on the AAU Campus Climate Survey](#)

### Sexual misconduct scenarios

Scenarios have been developed to help illustrate Yale's definition of sexual consent. For comparison, the scenarios include examples of consensual sex. The scenarios also provide examples of penalties—ranging from expulsion to reprimand—that might be imposed as a result of a violation. [View PDF](#)



## 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

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 constitute consent to others, nor does past consent to a given act constitute present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked at any time.

## 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. 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.

## 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*



## **Yale Sexual Misconduct Policies and Related Definitions**

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on 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. Therefore, Yale University prohibits all forms of sexual misconduct. Yale aims to eradicate sexual misconduct through education, training, clear definitions and policies, and serious consequences for policy violations. The University 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 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 not students, faculty, or staff, 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 federal law, including Title IX of the education amendments of 1972, and by Connecticut statutes, 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 or gender of the harasser.

Violations of Yale's Policy on Teacher-Student Consensual Relations and its Policy on Relationships between Staff Members are also forms of sexual misconduct.

### **Sexual Harassment**

Sexual harassment consists of unwelcome 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 or gender of the harasser.

## **Sexual Assault**

Sexual assault is any kind of nonconsensual sexual contact, including rape, groping, or any other nonconsensual sexual touching. See Yale's definition of consent below for additional information.

## **Sexual Consent**

Under Yale's policies, sexual activity requires affirmative 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 constitute consent to others, nor does past consent to a given act constitute 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 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.

## **Additional Guidance Regarding Sexual Consent**

Consent can be accurately gauged only 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. Talking with sexual partners about desires and limits may seem awkward, but it serves as the basis for positive sexual experiences shaped by mutual willingness and respect.

## **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, email, text messages, or telephone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

## **Policy on Teacher-Student Consensual Relations**

The integrity of the teacher-student relationship is the foundation of the University's educational mission. This relationship vests considerable trust in the teacher, who, in turn, bears authority and accountability as a mentor, educator, and evaluator. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for coercion. The pedagogical relationship between teacher and student must be protected from influences or activities that can interfere with learning and personal development.

Whenever a teacher is or in the future might reasonably become responsible for teaching, advising, or directly supervising a student, a sexual relationship between them is inappropriate and must be avoided. In addition to creating the potential for coercion, any such relationship jeopardizes the integrity of the educational process by creating a conflict of interest and may impair the learning environment for other students. Finally, such situations may expose the university and the teacher to liability for violation of laws against sexual harassment and sex discrimination.

Therefore, teachers must avoid sexual relationships with students over whom they have or might reasonably expect to have direct pedagogical or supervisory responsibilities, regardless of whether the relationship is consensual. Conversely, teachers must not directly supervise any student with whom they have a sexual relationship.

Undergraduate students are particularly vulnerable to the unequal institutional power inherent in the teacher-student relationship and the potential for coercion, because of their age and relative lack of maturity. Therefore, no teacher shall have a sexual or amorous relationship with any undergraduate student, regardless of whether the teacher currently exercises or expects to have any pedagogical or supervisory responsibilities over that student.

Teachers or students with questions about this policy are advised to consult with the University Title IX Coordinator, the Title IX coordinator of their school, the department chair, the appropriate dean, the Provost, or one of their designees. Students or other members of the community may lodge a formal or informal complaint regarding an alleged violation of this policy with the University Title IX Coordinator, with the Title IX coordinator of their school, or with the University-Wide Committee on Sexual Misconduct.

Violations of the above policies by a teacher will normally lead to disciplinary action. For purposes of this policy, “direct supervision” includes the following activities (on or off campus): course teaching, examining, grading, advising for a formal project such as a thesis or research, supervising required research or other academic activities, serving in such a capacity as Director of Undergraduate or Graduate Studies, and recommending in an institutional capacity for admissions, employment, fellowships, or awards.

“Teachers” includes, but is not limited to, all ladder and non-ladder faculty of the University. “Teachers” also includes graduate and professional students and postdoctoral fellows and associates only when they are serving as part-time acting instructors, teaching fellows or in similar institutional roles, with respect to the students they are currently teaching or supervising. “Students” refers to those enrolled in any and all educational and training programs of the University. Additionally, this policy applies to members of the Yale community who are not teachers as defined above, but have authority over or mentoring relationships with students, including athletic coaches, supervisors of student employees, advisors and directors of student organizations, Residential College Fellows, as well as others who advise, mentor, or evaluate students.

### **Policy on Relationships between Staff Members**

Staff are expected to avoid romantic or sexual relationships with employees (including temporary employees) for whom they have or might reasonably expect to have supervisory or reporting responsibilities.

Under no circumstances can supervisors directly supervise or evaluate any employee with whom they have a romantic or sexual relationship. If such a relationship exists or develops, the supervisor and employee must promptly disclose it to the Department Head or the Human Resources Generalist. Arrangements, which may include reassignment or relocation, will be made to address any issue of conflict of interest. Any decision affecting any aspect of employment (for example, transfer, promotion, salary, termination) must be made by disinterested and qualified supervisory personnel.

Violations of this policy will normally lead to disciplinary action, up to and including termination.

Individuals with questions about this policy or staff concerned about a romantic or sexual relationship in violation of this policy are encouraged to speak with their supervisor, [Human Resources Generalist](#), or any [Title IX coordinator](#). [See HR 600 Workplace Practices Policies](#).



## Key Points to Remember

After reporting an incident of sexual misconduct, you will likely continue to reflect on what your next steps, if any, should be. This document provides you with general guidance as well as an overview of the available resources and how they can assist you at this stage of the process.

- You have the option of exploring whom you want to talk to and how much you want to share at all times. If you want an additional perspective or a different kind of support, you are always welcome to speak to any of the other Title IX coordinators, a SHARE counselor, the UWC, or the YPD. The other side of this sheet gives you more information about each of these resources, including how to get in touch.
- Talking to one resource does not preclude you from talking to the other resources. Pursuing an informal complaint does not preclude you from pursuing a formal complaint. Similarly, pursuing a formal complaint does not preclude you from pursuing a criminal complaint.
- Title IX coordinators are available to address the situation based on your wishes. The choices regarding whether or how to proceed are generally up to you. In the rare event of an immediate or ongoing threat, the University may need to take additional action to protect your safety and the safety of the community. Even so, you will always be part of the decision-making process.
- Title IX coordinators can help you address the practical challenges that may follow an experience of sexual misconduct. Coordinators can assist with a range of accommodations based on the specifics of each case:
  - Academic accommodations (e.g., tutoring, extensions on assignments, course changes)
  - Workplace accommodations (e.g., schedule changes, reassignments, leave of absences)
  - Residential accommodations on campus (e.g., change in room assignments, residential college transfers)
  - Other accommodations, determined on a case-by-case basis (e.g., social and public spaces).
- Some accommodations may require the Title IX coordinator to work with other University personnel, such as academic deans, HR, and housing staff. The Title IX coordinator will always contact you before taking any action, and will not share the specifics of your experience with other personnel.

Not sure what to do next? Contact SHARE.

- SHARE can help you work on strategies for self-care, including finding ways to access support within your day-to-day life. SHARE can also assist with figuring out how and whether to tell friends or loved ones about your experience. If you decide to move forward with a formal or informal complaint, or file criminal charges, SHARE can assist you throughout the process.
- As a reminder, SHARE has a 24-hour, confidential, and, if you wish, anonymous hotline so you can call 203.432.2000 at any time. They also have ongoing counseling available by appointment.

# Understanding Yale's Resources for Responding to Sexual Misconduct

If you 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 and their friends and family
- Coordinates medical treatment and evidence collection
- Assists with initiating a complaint and/or contacting the police
- Will only share information if you wish, except in situations of imminent risk

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://uwc.yale.edu>

- Yale's internal disciplinary committee for complaints of sexual misconduct
- Members include faculty, staff, and students; supported by professional, impartial fact-finders
- Complainants can discuss options and seek resolution, remedies, and disciplinary action
- Reports information to the Title IX office

## Title IX Coordinators

203.432.6854  
9am – 5pm weekdays  
<http://provost.yale.edu/title-ix>

- University Title IX Coordinator; Deputy Title IX Coordinators assigned to Yale College, the Graduate School, each professional school; faculty; and staff
- Responsible for policies, programs, coordination of resources, tracking, and investigating complaints
- Inform complainants of disciplinary and criminal options; investigate complaints; and coordinate interim measures, accommodations, and remedies
- Take action in situations of immediate or ongoing threat to individual or community safety
- Report information to the Title IX office

## Yale Police Department

203.432.4400  
24-hour availability  
<https://your.yale.edu/community/public-safety/police/sensitive-crimes-support>

- Sworn police officers; Sensitive Crimes & Support Coordinator
- Conducts criminal investigations
- Provides services to victims, such as safety planning and assistance in obtaining a protective order
- Will consult without requiring a police report to be filed
- Reports information to the Title IX office

## Additional Community Resources

In addition to the above resources, SHARE staff members and Title IX coordinators can also assist you with accessing the following campus and community resources:

### Resources within Yale

- Counseling and Support Services (for employees): Magellan Health Services, 1.800.327.9240.
- Mental Health & Counseling (for students): Yale Health, 203.432.0290.
- Office of LGBTQ Resources: 203.432.0309.
- Resource Office on Disabilities: 203.432.2324.
- University Chaplain's Office: 203.432.1128.
- Visa and immigration assistance: Yale Office of International Students & Scholars, 203.432.2305.

### Resources beyond Yale

- RAINN Hotline: 1.800.656.4673 (hotline) or 202.544.1034
- 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 Association, 203.946.4811.

## 2017 Prevention and Education Programming

Exhibit C

Program Type	Program Summary	Audience
Orientation	Orientation for new students in Executive MBA Program	Graduate Students at SOM
Orientation	Orientation for new students (School of Forestry)	School of Forestry and Environmental studies
Orientation	Orientation for new students (School of Forestry)	Graduate Students at F&ES
Orientation	Orientation for new students (School of Medicine)	Graduate Students at YSM
Orientation	Orientation for all new students (School of Management)	All new SOM professional students
Orientation	Orientation for new students (School of Management)	Graduate Students at SOM
Orientation	Orientation for Yale Graduate Housing Coordinators	Graduate Housing Coordinators
Orientation	Orientation and tour of SHARE Center for new students (School of Nursing)	new students at the School of Nursing
Orientation	Training on Personal Behavior, Professionalism, and Sexual Misconduct (Yale School of Medicine)	First Year Medical Students
Orientation	Orientation for all first-year students (School of Drama)	All first-year Drama students
Orientation	Orientation for first-year students (School of Public Health)	First-year YSPH professional students
Orientation	New Faculty Orientation	New faculty
Orientation	Orientation for all first-year students (School of Nursing)	First-year YSN students
Orientation	Orientation for Freshman Counselors (FroCos)	Freshman Counselors (FroCos)
Orientation	Orientation for all new students (Yale Law School)	All new professional students at YLS
Orientation	Orientation for all new students (Graduate School of Arts and Sciences)	620 first-year graduate students in the Graduate School of Arts and Sciences
Orientation	Orientation for incoming class of Physician Associates	Members of the Physician Associate Program
Orientation	Orientation for all new students (Divinity School)	All new YDS professional students
Orientation	Orientation for all new students (Art School)	First year graduate students in School of Art
Orientation	Wellness and Support Services Panel (Yale College Orientation)	Freshmen at Yalle College
Orientation	Orientation for new graduate students (School of Engineering and Applied Sciences)	Graduate Students at SEAS
Orientation	New Faculty Orientation (Medical School)	New faculty at YSM
Orientation	Orientation for returning students (School of Architecture)	Returning graduate students at the School of Architecture
Orientation	Orientation for all new students (School of Architecture)	All new graduate students
Orientation	Myth of Miscommunication Training	Yale First-years
Orientation	Orientation for all new students (School of Music)	All new School of Music students
Orientation	Bystander Intervention (Yale College)	Yale Sophomores
Orientation	Orientation for Graduate Student Title IX Advisory Board	Graduate Students, members of the Graduate Student Advisory Board
Orientation	Orientation for Graduate Student Title IX Advisory Board	Graduate Students, members of the Graduate Student Advisory Board
Meeting/Training	TIX training on mandatory reporting (School of Nursing)	Department Chairs
Meeting/Training	Bystander Intervention Training (School of Architecture)	Second-year Drama students
Meeting/Training	Title IX Training at the Urology Ground Rounds Conference	Urology attendings, residents, medical students, and other healthcare providers at Yale
Meeting/Training	Training for new Communication and Consent Educators (Yale College)	CCEs
Meeting/Training	Bystander Intervention Training (School of Public Health)	Graduate students from the School of Public Health

## 2017 Prevention and Education Programming

Program Type	Program Summary	Audience
Meeting/Training	The Learning Environment at Yale: Student Mistreatment & Harassment (CME)	Members of the Yale community
Meeting/Training	Bystander Intervention Training (Music Department)	Graduate students from the Department of Music
Meeting/Training	Sexual Harassment: Issues in the Laboratory	MB&B 1st year graduate students
Meeting/Training	Sexual Harassment: Issues in the Laboratory	Neuroscience, 1st year graduate students
Meeting/Training	Sexual Harassment: Issues in the Laboratory	Immunobiology/Microbiology 1st year graduate students
Meeting/Training	Managing Essentials Class	Yale supervisors
Meeting/Training	Title IX Training (Yale College Faculty meeting)	Yale faculty
Meeting/Training	Title IX training for incoming Dean (School of Forestry and Environmental Studies)	New Dean at F&ES
Meeting/Training	Title IX training for incoming Dean (School of Public Health)	New Dean at YSPH
Meeting/Training	Title IX Training for Yale Athletics Coaches	Yale Varsity Coaches
Meeting/Training	Pre-Orientation leader Training	Pre-Orientation leaders
Meeting/Training	How to help a friend	Yale College Students
Meeting/Training	Managing Essentials Class	Yale supervisors
Meeting/Training	Title IX Training for the Cellular and Molecular Physiology Department (Forum)	Faculty, postdocs and students at the CMP Department Forum
Meeting/Training	Title IX training at ROTC Leader's meeting	ROCT leaders
Meeting/Training	Title IX training for incoming Dean at Yale College	New Dean at Yale College
Meeting/Training	Training for Yale Health Mental Health Fellows	Yale Mental Health Fellows
Meeting/Training	Managing Essentials Class	Yale supervisors
Meeting/Training	Title IX Training for Yale Graduate Housing Coordinators	Resident Coordinators, Yale Graduate Housing
Meeting/Training	Orienting your Community Towards Resilience	Cultural Connections Preorientation Leaders
Meeting/Training	Pre-Orientation leader Training Make-up	Pre-Orientation Leaders
Meeting/Training	Title IX Training for Physician's Assistants (School of Medicine)	Physician Assistants at the Medical School
Meeting/Training	CCE Training Resource Panel	CCEs
Meeting/Training	Training for Yale LGBTQ Peer Liaisons	LGBTQ Peer Liaisons
Meeting/Training	Annual training for Walden Peer Counselors	Walden Peer Counselors
Meeting/Training	Annual TIX update for faculty (School of Nursing)	YSN Staff members
Meeting/Training	Director of Graduate Studies Retreat	Directors of Graduate Studies at the Graduate School of Arts and Sciences
Meeting/Training	Title IX Presentation for faculty (School of Music)	All Music School Faculty



## 2017 Prevention and Education Programming

Program Type	Program Summary	Audience
Meeting/Training	Title IX Training for Slifka Center Social Justice Fellow	Marlee Goldshine
Meeting/Training	Orientation for new faculty members (School of Nursing)	Associate Dean for Research and Executive Deputy Dean
Meeting/Training	YPA Community Forum	Yale Postdocs
Meeting/Training	NAS panel- preparation and discussion on Title IX	Graduate student presenting on Yale TIX policies and procedures at NAS
Meeting/Training	GSAS Climate and Inclusion Meeting	Yale faculty and staff
Meeting/Training	Training for Teaching Fellows (School of Public Health)	MPH and doctoral students serving as teaching fellows
Meeting/Training	Annual TIX update for faculty (School of Nursing)	YSN Faculty members
Meeting/Training	Townhall meeting (Department of Comparative Literature)	Graduate students at the Department of Comparative Literature
Meeting/Training	EEB Department Retreat 2017	Department of Ecology and Evolutionary Biology Faculty
Meeting/Training	Community Accountability Workshop	Varsity Men's and Women's Squash
Meeting/Training	Meeting at the Department of Compative Literature	Faculty at Department of Comparative Literature
Meeting/Training	Community Accountability Workshop	Varsity Men's and Women's Swimming (First Years)
Meeting/Training	Handling Disclosures	Afro-American Cultural Center Staff
Meeting/Training	Graduate Student Title IX Advisory Board- Orientation	Graduate Students, members of the Graduate Student Advisory Board
Meeting/Training	Ethics class for doctoral students (School of Public Health)	Doctoral students at YSPH
Meeting/Training	Yale College Faculty Meeting	Yale College Faculty
Meeting/Training	Bystander Intervention (Slifka Center for Jewish Life)	Yale Slifka Center Staff
Meeting/Training	Community Gathering (School of Drama)	Faculty, staff, students at YSD
Meeting/Training	Graduate Student Title IX Advisory Board- Orientation	Graduate Students, members of the Graduate Student Advisory Board
Meeting/Training	Graduate Student Title IX Advisory Board- Orientation	Graduate Students, members of the Graduate Student Advisory Board
Meeting/Training	Community Accountability Workshop	ROTC
Meeting/Training	Graduate Student Staff Training	Office of Gender & Campus CultureGraduate & Professional Staff
Meeting/Training	Community Accountability Workshop	Varsity Men's and Women's Fencing
Meeting/Training	Title IX Training for the Center for International and Professional Experience	CIPE staff
Meeting/Training	Workshop on sexual harassment and difficult patients	Members of the Yale School of Medicine

## 2017 Prevention and Education Programming

Program Type	Program Summary	Audience
Meeting/Training	Equity, Diversity, & Inclusion Working Group meeting	Faculty, staff, students
Meeting/Training	WFF Steering/Council Meeting	WFF members (faculty)
Meeting/Training	Title IX Training for Directors of Undergraduate Studies	Directors of Undergraduate Studies
Meeting/Training	Title IX training for staff (School of Drama)	YSD staff
Meeting/Training	Recognizing and Responding to Sexual Misconduct	Yale Ministry Fellows
Meeting/Training	Title IX training for faculty at the School of Forestry and Environmental Science	F&ES faculty and leadership team
Meeting/Training	Professionalism Conferences	Residents at Medical School
Workshop/Panel	Bystander Intervention Facilitator Training (1)	G&P students, faculty, and staff
Workshop/Panel	Bystander Intervention Facilitator Training (2)	G&P students, faculty, and staff
Workshop/Panel	Workshop on sexuality for athletes	Yale Athletics Department
Workshop/Panel	Bystander Intervention Training (Graduate Student Assembly)	Graduate students, members of the Graduate Student Assembly
Workshop/Panel	Bystander Intervention Training (School of Drama)	Staff from the Yale School of Drama)
Workshop/Panel	Bystander Intervention Training (Department of Geology and Geophysics)	Graduate students, postdocs, and faculty
Workshop/Panel	CRTL Players-7 into 15 Performance (University of Michigan)	Yale students and staff
Workshop/Panel	Bystander Intervention Training (Association of Yale Alumni)	Staff from the AYA
Workshop/Panel	Bystander Intervention Training (Center for Teaching and Learning)	Teaching Fellows and CTL staff
Workshop/Panel	Symposium: Equity in the Job Search	Graduate Students in STEM
Workshop/Panel	Bystander Intervention Training (Department of East Asian Languages and Literatures)	EALL faculty
Workshop/Panel	Bystander Intervention Training (Department of Molecular Biophysics and Biochemistry)	MB&B faculty, graduate students, and staff
Workshop/Panel	Bystander Intervention Training for Postdocs (RCR training series)	Postdoctoral fellows
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Service and Maintenance staff
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Service and Maintenance staff
Workshop/Panel	Bystander Intervention Training for Postdocs (Divinity School/ AYA)	Postdoctoral fellows
Workshop/Panel	Bystander Intervention Training (TIX staff training)	Two incoming staff members (graduate students): Sophie Chung and Stephen Albright
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Service and Maintenance staff
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Service and Maintenance staff

## 2017 Prevention and Education Programming

Program Type	Program Summary	Audience
Workshop/Panel	Bystander Intervention Training for the TLC (Medical School)	TLC faculty and staff
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	Bystander Intervention for all new students (School of Management)	All first-year SOM professional students
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	Health and Wellness Panel for new students (School of Nursing)	Graduate students at the School of Nursing
Workshop/Panel	Bystander Intervention for first-year students (School of Drama)	All first-year Drama professional (graduate) students
Workshop/Panel	Orientation for new students (School of Drama)	All new YSD graduate students
Workshop/Panel	Bystander Intervention Training for Orientation Leaders (Divinity School)	Orientation Leaders (2017)
Workshop/Panel	Bystander Intervention Training for incoming students (School of Nursing)	All first-year Nursing students
Workshop/Panel	Bystander Intervention for second- and third-year students (School of Drama)	Second- and third-year Drama professional (graduate) students
Workshop/Panel	Welcome lunch for new students and introduction to resources (Divinity School)	Graduate students at the Divinity School
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	Bystander Intervention for the Yale Postdoctoral Association	Yale Postdocs
Workshop/Panel	Bystander Intervention Training for GPSS	Graduate and Professional students, GPSS leadership
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	Sex Therapy Seminar (training)	Mental Health Fellows
Workshop/Panel	Bystander Intervention (Department of Physics)	Graduate students at the Department of Physics
Workshop/Panel	Graduate Student Title IX Advisory Board- Orientation	Graduate Students, members of the Graduate Student Advisory Board
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	Bystander Intervention for the Department of Chemistry	Graduate students at the Department of Chemistry
Workshop/Panel	Bystander Intervention for first-year students (School of Forestry)	Graduate students at the School of Forestry
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Workshop/Panel	Training on Rehearshing with Consent (School of Drama)	YSD students
Workshop/Panel	New Employee Orientation	Managerial, Clerical, Technical and Sevice and Maintenance staff
Lecture/Talk	Behind Closed Doors: Sexual Harassment and Music Conservatories	Graduate students, faculty, and TIX staff

## 2017 Prevention and Education Programming

Program Type	Program Summary	Audience
Informational Fair	Graduate School of Arts and Sciences- Information Fair	Incoming graduate students (GSAS)
Informational Fair	Campus Resource Block Party (School of Nursing)	Graduate Students at the School of Nursing
Informational Fair	Yale College Freshman move-in day	Yale College freshmen
Informational Fair	Yale Graduate Women's Welcome Event	Yale Graduate Students & Women in Science at Yale
Informational Fair	Stress Down Day	Yale Community members
Event	Take Back the Night (Yale): Speak Out	The Yale community
Event	Relationships & Faith at Yale	Open to all undergrads
Email	Community wide Email (School of Drama)	Faculty, staff, students at YSD
Email	Climate and Community Message, School of Forestry and Environmental Studies	F&ES 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 2017.

<b>Campaign</b>	<b>Summary</b>	<b>Type</b>
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 <a href="http://cce.yalecollege.yale.edu/">http://cce.yalecollege.yale.edu/</a>.</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 2017 by email to all members of the Yale community and is available at <a href="http://smr.yale.edu">http://smr.yale.edu</a>.</p>	<p>Electronic Communications Flyers/Posters</p>
Semi-annual Reports of Complaints of Sexual Conduct	<p>Distributed semi-annually by email to all members of the Yale community, the <i>Report of Complaints of Sexual Misconduct</i> 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 <a href="http://provost.yale.edu/title-ix/reports">http://provost.yale.edu/title-ix/reports</a>.</p>	<p>Electronic Communications</p>

Responsible employee notification	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.	Electronic Communications
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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 2017. 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.

<b>Category of Sexual Misconduct</b>	<b>Number of Incidences</b>
<a href="#"><u>Sexual Assault</u></a>	68
<a href="#"><u>Stalking</u></a>	14
<a href="#"><u>Intimate Partner Violence</u></a>	9
<b>Total</b>	91

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 2017. A complainant may report to multiple campus resources; therefore, some of these reports may also be included in those documented in Exhibit E.

<b>Category of Sexual Misconduct</b>	<b>Number of Reports or Disclosures</b>
<a href="#"><u>Sexual Assault</u></a>	39
<a href="#"><u>Stalking</u></a>	11
<a href="#"><u>Intimate Partner Violence</u></a>	4
<b>Total</b>	54

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 2017.

Category of Sexual Misconduct	Number of Cases
<a href="#">Sexual Assault</a>	4
<a href="#">Stalking</a>	0
<a href="#">Intimate Partner Violence</a>	0
<b>Total</b>	4

## 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 2017, some of which may have been initiated prior to 2017, including the outcome of any appeals of such final outcome. NOTE: the number of disciplinary cases reported in Exhibit G may not reflect the same number of cases reported here.

<i>During calendar year 2017 there were 4 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 2 cases initiated prior to 2017 that were completed during 2017. The details and outcomes of these cases are also listed below.</i>			
<b>Complainant</b>	<b>Respondent</b>	<b>Category of Misconduct Reported</b>	<b>Description/Actions Taken</b>
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in groping and sexual penetration without consent. The UWC did not find sufficient evidence to support the allegations. The UWC did find that the respondent violated a policy prohibiting intimate relations with the complainant. The respondent received a reprimand and is restricted from holding any leadership positions while at Yale. No-contact restrictions were continued.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student alleged that another G&P student engaged in sexual harassment evidence to support the allegations.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student alleged that another G&P student engaged in sexual penetration without consent. The UWC did not find sufficient evidence to support the allegations.
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 three terms.
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.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in groping. A second YC complainant, who had previously pursued informal resolution, brought a formal complaint alleging that the same respondent engaged in sexual harassment and groping. The UWC found sufficient evidence to support the allegations. The respondent was suspended for two terms.