

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 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.

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 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. 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.

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 | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources | First year medical students |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources | First year MPH (graduate) students |
| Orientation | Presentation about the University's sexual misconduct policies, definitions, and resources | First year physician associate students |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources | First-year School of Drama students, special students, special research fellows, and technical interns |
| Orientation | Available resources at Yale; recognizing and avoiding sexual pressure | Freshman Scholars at Yale students |
| Orientation | Presentation about the University's sexual misconduct policies, definitions, and resources | Graduate & Professional students |
| Orientation | Yale Health Services for International Students Orientation | Graduate & Professional students |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws | Incoming Divinity School students |
| Orientation | Presentation about the University's sexual misconduct policies, definitions, and resources | Incoming first year Law School students |
| Orientation | Presentation and discussion of sexual misconduct policies and resources with case study for incoming Master's and PhD students | Incoming Graduate School of Arts & Sciences students |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal law, followed by a discussion of sexual misconduct scenarios | Incoming RN students, GEPN students, and PhD and DNP students |
| Orientation | Presentation about the University's sexual misconduct policies, definitions, and resources | Incoming School of Engineering & Applied Science students |
| Orientation | Presentation about the University's sexual misconduct policies, definitions, and resources | Incoming School of Medicine students |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources | Law School Dean's Advisors, second and third year Law School student liaisons |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources | MFA students |
| Orientation | Presentation about the University's sexual misconduct policies, definitions, and resources | Physician Assistant students |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws. | School of Architecture students |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources | School of Engineering & Applied Science students |
| Orientation | Panel on Student Health | School of Forestry & Environmental Studies students |
| Orientation | Presentation about the University's sexual misconduct policies, definitions, and resources followed by a scenario based discussion | School of Forestry & Environmental Studies students |
| Orientation | Presentation about the University's sexual misconduct policies, definitions, and resources | School of Management Executive MBA students |

| Program Type | Program Summary | Audience |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources as well as the relevant state and federal laws | School of Management students |
| Orientation | Presentation by Title IX Coordinator about the University's sexual misconduct policies, definitions, and resources | School of Music students |
| Orientation | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources | Second- and third-year School of Drama students |
| Orientation | Presentation by the Yale College Deputy Title IX Coordinator about the University's sexual misconduct policies, definitions, and resources | STARS program student attendees |
| Orientation | Orientation for psychiatry residents and psychology fellows about the University's resources to prevent and respond to sexual misconduct | Yale Mental Health and Counseling trainees |
| Panel/Workshop | Panel discussion on sexual and social culture at Yale | Admitted students |
| Panel/Workshop | Myth of Miscommunication Workshop on legibility of sexual consent; recognizing and avoiding sexual pressure | All freshmen students |
| Panel/Workshop | Take Back the Night Moving Forward: Supporting Yourself, Your Friends and Your Community Workshop | All members of the Yale community |
| Panel/Workshop | Bystander intervention: knowing when to intervene in problematic situations, especially with regard to sexual assault | All sophomore students |
| Panel/Workshop | Intervention workshop on the role of the Communication and Consent Educators building a positive sexual culture | Calhoun College Students |
| Panel/Workshop | Panel discussion on Understanding Yale University's Response to Sexual Violence with the University Title IX Coordinator, Chair of the University-Wide Committee on Sexual Misconduct, Assistant Dean of Students for Yale College, and Director of the SHARE Center | Divinity School students, faculty, and staff |
| Panel/Workshop | Healthy Relationship Boundaries Workshop on defining relationships, addressing personal boundaries, and creating language to communicate and protect those boundaries also includes information on campus resources | Graduate & Professional students |
| Panel/Workshop | How to Get the Sex You Want Workshop encourages self-reflection about sexual needs/wants and how to have conversations about needs/wants, i.e. necessary language and communication skills | Graduate & Professional students |
| Panel/Workshop | The Work of Healthy Relationships Workshop on defining relationships and creating language to communicate; also includes information on campus resources | Graduate & Professional students |
| Panel/Workshop | Sex and Chocolate: Sexual health and safer sex event; Q&A session and information tables with chocolate treats | Graduate School of Arts & Sciences students |

| Program Type | Program Summary | Audience |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| Panel/Workshop | Presentation and Q&A about creating a safe, welcoming space in the classroom for a diversity of students (race, gender, sexuality, etc.); also covered Teacher-Student Consensual Relationship Policy | Graduate students teach language courses to undergraduates |
| Panel/Workshop | Workshop on building a positive culture; improving community dynamics | LGBTQ students |
| Panel/Workshop | Intervention workshop on discussing and communicating desire, especially around Valentine's Day | Morse College students |
| Panel/Workshop | Panel discussion on sexual and social culture at Yale | Parents of admitted students |
| Panel/Workshop | Recognizing and Respecting Boundaries Workshop | School of Forestry & Environmental Studies international students |
| Panel/Workshop | Sexual response, sexual assault; taking a patient's sexual history for Midwifery students | School of Nursing students |
| Panel/Workshop | Workshop on building a positive culture; athlete body image and intimacy; improving community dynamics; gender and athletics | Student athletes |
| Panel/Workshop | Student Mental Health & Wellness Panel | Undergraduate students |
| Panel/Workshop | Following a campus newspaper article on alcohol and consent; discussion of drunkenness or incapacitation; clarification of the formal complaint process | Undergraduate students |
| Panel/Workshop | Walden Peer Counselors Sexual Misconduct/SHARE services | Undergraduate students |
| Panel/Workshop | Myth of Miscommunication Workshop about legibility of sexual consent; recognizing and avoiding sexual pressure | Yale Summer Session students |
| Panel/Workshop | Take Back the Night Speakout supporting survivors of sexual misconduct; building a positive culture | Yale University students |
| Panel/Workshop | Take Back the Night discussion on building a positive culture; improving community dynamics | Yale University students |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | "Yale Today" alumni event |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Af-Am House community |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | AYA |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Captains of varsity athletic teams |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | CCEs |
| Meeting/Training | Training for responsible employees and staff of summer and study abroad experiences | Center for International & Professional Experience staff |

| Program Type | Program Summary | Audience |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Coaches of varsity athletic teams |
| Meeting/Training | Bystander Intervention 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 | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Cultural center deans |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Deans of student life |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | DGSs |
| Meeting/Training | This course 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 received information on the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws. | Dining Hall Staff |
| Meeting/Training | Training on the University's sexual misconduct policies, definitions, and resources | Divinity School students |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | DUSs |
| Meeting/Training | Presentation about sexual misconduct policies and resources with special attention to Teacher-Student Consensual Relationship Policy for faculty who serve as Directors of Graduate Studies of Master's and PhD programs | Faculty |
| Meeting/Training | One on one coaching discussion about all aspects of sexual misconduct including the University's policies, definitions, and resources, as well as the relevant state and federal laws | Faculty |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | FAS Astronomy students and faculty |
| Meeting/Training | Sexual Harassment in the Laboratory and Classroom; information on all forms of sexual misconduct and the University's policies, definitions, and resources relating to sexual misconduct | First year Immunobiology graduate students |

| Program Type | Program Summary | Audience |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Meeting/Training | Sexual Harassment: Issues in the Laboratory and the Classroom; information on all forms of sexual misconduct and the University's policies, definitions, and resources relating to sexual misconduct | First year Molecular Biophysics & Biology graduate students |
| Meeting/Training | Sexual Harassment: Issues in the Laboratory and the Classroom Public Ethics Courses; information on all forms of sexual misconduct and the University's policies, definitions, and resources | First year Public Health graduate students |
| Meeting/Training | Myth of Miscommunication Workshop about the legibility of sexual consent; recognizing and avoiding sexual pressure, workshop material discussion | Freshman Counselors |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Freshman counselors and peer liaisons |
| Meeting/Training | Monthly Graduate & Professional Student Title IX Advisory Board meetings | Graduate & Professional students |
| Meeting/Training | Presentation about the University's sexual misconduct policies and resources followed by question-and-answer session for graduate housing office resident coordinators | Graduate housing office resident coordinators |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Individual meetings with the deans of the G&P schools |
| Meeting/Training | Training of Interim Dean of Students on Title IX policies and resources | Interim Divinity Dean of Students |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Kappa Alpha Theta sorority |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | LaCasa community |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Leadership of YCC, GSA, GPSS |
| 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 | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | OISS peer liaisons |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Open session for G&P students (4 sessions) |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Open sessions for undergradates (3 sessions) |

| Program Type | Program Summary | Audience |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Meeting/Training | Incident response; reporting responsibilities; building positive culture; basic intervention skills and scenarios | Pre-orientation Leaders (Harvest, Cultural Connections, Freshmen Outdoor Orientation Trips, and Office of International Studies) |
| Meeting/Training | Open house presentation by Title IX Coordinator about the University's sexual misconduct policies, definitions, and resources | Prospective School of Architecture students, faculty, and staff |
| Meeting/Training | Presentation by Title IX Coordinator about the University's sexual misconduct policies, definitions, and resources | Prospective School of Architecture students, faculty, and staff |
| Meeting/Training | Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources, as well as the responsibilities of faculty | School of Drama faculty |
| Meeting/Training | Staff meeting; all attendees received information on the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws | School of Drama staff |
| Meeting/Training | Dean introduced the School's Title IX Coordinator and explained her responsibilities regarding discrimination or sexual misconduct matters at the School of Drama | School of Drama students, faculty, and staff |
| Meeting/Training | Presentation at faculty meeting; all attendees received information on the University's sexual misconduct policies, definitions, and resources, as well as relevant state and federal laws | School of Forestry & Environmental Studies faculty |
| Meeting/Training | Staff meeting presentation by Title IX Coordinator; Presentation at faculty meeting; all attendees received information on the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws | School of Forestry & Environmental Studies staff members |
| Meeting/Training | Training on the University's sexual misconduct policies, definitions, resources, and reporting requirements as well as interacting with victims of sexual misconduct | School of Nursing Faculty and Staff - Acute Care Division |
| Meeting/Training | Training on the University's sexual misconduct policies, definitions, resources, and reporting requirements as well as interacting with victims of sexual misconduct | School of Nursing Faculty and Staff - Primary Care Division |
| Meeting/Training | Training on the University's sexual misconduct policies, definitions, and resources | School of Nursing first year PhD students |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | SHARE staff |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Slifka Center community |

| 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 | Monthly Title IX Coordinator meetings/trainings | Title IX Coordinators |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Title IX Coordinators |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Title IX student advisory boards |
| Meeting/Training | LGBTQ Peer Liaisons Training | Undergraduate students |
| Meeting/Training | Sexual Literacy Forum (SeLF) Meeting | Undergraduate students |
| Meeting/Training | Healthy Relationships Workshop for Walden Peer Counselors on defining relationships and creating language to communicate; also includes information on campus resources | Undergraduate students |
| Meeting/Training | Freshmen Counselor Training | Undergraduate students |
| Meeting/Training | Communication & Consent Educator Training | 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 | Monthly Undergraduate Title IX Advisory Board meetings | Undergraduate students |
| Meeting/Training | Monthly Safety Net meetings throughout fall semester | Undergraduate students, faculty, and staff |
| Meeting/Training | Bi-weekly Title IX Steering meetings | University administration and leaderships |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | University Cabinet |
| 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 | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | UWC members and advisors |

| Program Type | Program Summary | Audience |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Women's Center board |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Yale Black Men's Union |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Yale Black Women's Coalition |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Yale College Dean's student advisory board |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Yale Faith in Action |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Yale parents and families (Family Weekend panel) |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | Yale Police Department |
| Meeting/Training | Discussion of role of the Communications and Consent Educators; creating positive culture | Yale University-wide Committee |
| Meeting/Training | Creating positive culture; consent; relationships and intimacy; gender and sexuality | Yale Visiting International Student Program Peer Liaisons |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | YCDO deans, heads of college, residential college deans |
| Meeting/Training | AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps | YCDO Student Affairs leadership team |
| Email | Email about the University's sexual misconduct resources | All School of Medicine students, years 1-5 |
| Email | Academic Dean's Annual Letter to Core Faculty included paragraph about sexual misconduct ("Yale University is committed to maintaining and strengthening...") | Divinity core faculty |
| Email | Email with Law School policies and grievances procedures, including information about sexual misconduct | Law School students with copies to faculty and staff |
| Email | Email with the University's sexual misconduct policies and resources | Law School faculty and staff |
| Email | Email about the University's sexual misconduct policies and resources | Law School students |
| Email | Email with Law School policies and grievances procedures, including information about sexual misconduct | Law School students with copies to faculty and staff |
| Information Fair | Information table at Yale Safer Sex Fiesta | All members of the Yale community |
| Information Fair | Information table at Graduate School Health & Wellness Fair | Graduate & Professional students |
| Information Fair | Table at the Graduate Information Fair | Graduate & Professional students |

| Program Type | Program Summary | Audience |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Information Fair | Information table at Women in Science Information Fair; provided information about the University's sexual misconduct policies and resources | Graduate & Professional students |
| Information Fair | Information table at Women Students' Welcome; provided information about the University's sexual misconduct policies and resources | Incoming graduate women |
| Information Fair | Information table at Law School Mental Health and Wellness Fair | Law School students |
| Information Fair | Table at Freshmen Move-In Day | Undergraduate students & their families |

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 2015.

| 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 August 2015 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 the University Title IX Coordinator led dozens of meetings throughout the community to discuss the results and to identify ways to improve the campus climate.</p> | <p>Meetings/Trainings Panels</p> |

| | | |
|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| | Also see Exhibit C for information about the specific programming efforts related to the AAU Survey. | |
| Semi-annual Reports of Complaints of Sexual Conduct | 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 includes 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 . | Electronic Communications |
| 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 |

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 2015. 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> | 39 |
| <u>Stalking</u> | 17 |
| <u>Intimate Partner Violence</u> | 4 |
| Total | 60 |

Confidential or Anonymous Reports to the Institution

The table below shows the number of confidential or anonymous reports or disclosures related to sexual assault, staking and intimate partner violence made to Yale University during calendar year 2015. 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> | 32 |
| <u>Stalking</u> | 5 |
| <u>Intimate Partner Violence</u> | 7 |
| Total | 44 |

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 2015.

| Category of Sexual Misconduct | Number of Cases |
|-------------------------------------------|------------------------|
| Sexual Assault | 8 |
| Stalking | 0 |
| Intimate Partner Violence | 0 |
| Total | 8 |

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 2015, some of which may have been initiated prior to 2015, 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 2015 there were 5 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 2015 that were completed during 2015. 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 harassment and sexual touching without consent . The complaint was withdrawn. |
| Yale College Student | Yale College Student | Sexual assault | A YC student alleged that another YC student engaged in sexual harassment and sexual penetration without consent . The UWC found sufficient evidence to support the allegation of nonconsensual sexual activity and sexual harassment. The respondent was placed on probation and received a written reprimand. |
| 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 with 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 Title IX Coordinator brought a formal complaint alleging that a YC student engaged in sexual touching without consent . The UWC did not find sufficient evidence to support the allegation. No-contact restrictions, which were imposed as an interim measure during the proceedings, were continued. |
| Yale College Student | Yale College Student | Sexual assault | A YC student alleged that another YC student engaged in sexual activity without consent , violated a voluntary no-contact arrangement and breached the expectation of confidentiality of UWC proceedings. The UWC found sufficient evidence to support the allegation of nonconsensual sexual activity. The respondent was reprimanded, was restricted from participating in certain campus activities, and was referred for training on sexual consent. No-contact restrictions were continued. |
| Yale College Student | Yale College Student | Sexual assault | A YC student alleged that another YC student engaged in sexual activity without consent . This complaint was brought by the respondent following the adjudication of the original complaint. The UWC found no factual basis for the respondent's complaint and therefore did not accept jurisdiction. |

During calendar year 2015 there were 5 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 2015 that were completed during 2015. The details and outcomes of these cases are also listed below.

| Complainant | Respondent | Category of Misconduct Reported | Description/Actions Taken |
|---------------------------------|---------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Graduate & Professional Student | Graduate & Professional Student | Sexual assault | A Title IX Coordinator brought a formal complaint alleging that a G&P student engaged in sexual penetration of another G&P student without consent . The UWC found sufficient evidence to support the allegation. The respondent was suspended for six months until January 1, 2016 and was referred for training on sexual consent. |
| Graduate & Professional Student | Yale College Student | Sexual assault | A G&P student alleged that a YC student engaged in sexual penetration without consent . The UWC did not find sufficient evidence to support the allegation. |
| 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 allegation. |