

Yale OFFICE OF THE PROVOST

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VIA EMAIL

October 1, 2020

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 2019.

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, which was provided in electronic format to all students, faculty, and staff and in printed format to all incoming students, faculty, and staff during 2019.

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, 2019 through July 24, 2019.
- A-2: Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period July 25, 2019 through December 31, 2019.

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 staff of the University-

Wide Committee on Sexual Misconduct (“UWC”), the University’s internal disciplinary board for complaints of sexual misconduct, are advised 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*, dated January 2018.

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>).

In Yale College, one prominent and ongoing initiative is the Communication and Consent Educators (“CCEs”) program (<http://cce.yalecollege.yale.edu/>). The CCEs are a diverse group of more than 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. In the fall of 2018, Yale College implemented an additional training requirement for juniors and seniors. Workshop topics include hosting safe events, community values and accountability, preventing and responding to sexual misconduct, advanced bystander intervention, supporting survivors, and respectful communication between sexual partners.

During 2019, Yale continued to offer a bystander intervention workshop for the graduate and professional student community. This program, first developed in 2016, has been extended to faculty and staff members in departments across the University, and we continue to identify opportunities to further increase the reach of this programming. Also, during 2019, Yale developed and piloted a community values workshop for graduate and professional students to expand on the previous prevention and awareness programming offered by the University. This new workshop is a forward-looking program designed to promote dialogue and skills for building positive communities at all levels of the institution.

In July 2018, Yale launched an on-line training module intended to increase the community’s ability to recognize, prevent, and respond to sexual misconduct by releasing an online training required of all faculty, staff, and graduate and professional school students. The module, *Preventing and Responding to Sexual Misconduct*, was created to provide members of the community with foundational information on the University’s policies and resources. Members of the Yale community are expected to complete the training module annually and it is supplemented by in-person workshops and training sessions.

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 2019. The list of programs is extensive; should you wish further details regarding any of the programs listed, I would be happy to provide additional information.

Prevention and Awareness Campaigns

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

Many of the programs discussed in the previous section are incorporated into the University's ongoing prevention and awareness campaigns. For example, the CCEs work throughout the school year across all classes of undergraduates to foster a positive sexual climate on campus. In addition, Yale distributes broadly the booklet *Preventing and Responding to Sexual Misconduct*, which includes information about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws. The booklet was also distributed in March and September 2019 by email to all members of the Yale community.

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 2019.

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 2019.

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 2019.

Disciplinary Cases

According to Yale’s procedures in 2019, the University-Wide Committee on Sexual Misconduct (“UWC”) addressed formal disciplinary complaints of sexual misconduct brought by any member of the Yale community in which a student or faculty member was named as a respondent. Information regarding the UWC and its procedures is available at uwc.yale.edu.

Under the procedures in effect during 2019, complaints against faculty and staff members could also be brought to a Title IX Coordinator, who could investigate the complaint and recommend discipline to the respondent’s supervisor. Complaints against students could be brought to a Title IX Coordinator for supportive measures and resolution; however, these complaints would not 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 2019. This table may include cases that were still pending at the end of 2019.

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 2019. This table may include cases that were initially brought forward prior to 2019.

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 blue ink, appearing to read 'Stephanie S. Spangler', with a long horizontal flourish extending to the right.

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

Yale University

Sexual Misconduct Response & Prevention

HOME > FIND POLICIES & INFORMATION > [YALE SEXUAL MISCONDUCT POLICIES AND RELATED DEFINITIONS](#)

Yale Sexual Misconduct Policies and Related Definitions

LAST UPDATED: JULY 13, 2018

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.

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

Yale's policies and definitions apply to all members of the Yale community, regardless of their sex or gender.

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.

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.

**** Sexual Misconduct Scenarios** (September 2013): these scenarios help to illustrate Yale's definition of sexual consent and provide examples of penalties that might be imposed as a result of a violation. [View PDF of Sexual Misconduct Scenarios \(2013\) \(/sites/default/files/files/Sexual-Misconduct-Scenarios\(1\).pdf\)](/sites/default/files/files/Sexual-Misconduct-Scenarios(1).pdf).

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 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](https://your.yale.edu/work-yale/support/human-resources-generalists) (<https://your.yale.edu/work-yale/support/human-resources-generalists>), or any [Title IX coordinator](http://provost.yale.edu/title-ix/coordinators) (<http://provost.yale.edu/title-ix/coordinators>). See [HR 3503 603.7 Staff Workplace Policy](https://your.yale.edu/policies-procedures/policies/3503-staff-workplace-policies#3503.603) (<https://your.yale.edu/policies-procedures/policies/3503-staff-workplace-policies#3503.603>).

Need help now?

In an emergency

Call 911 or the [Yale Police](https://your.yale.edu/community/public-safety/overview-yale-police-department) (<https://your.yale.edu/community/public-safety/overview-yale-police-department>) at 203.432.4400.

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

Call the 24-hr confidential hotline at 203.432.2000 for information, advocacy and support.

Yale

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Yale University

Sexual Misconduct Response & Prevention

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Yale Sexual Misconduct Policies and Related Definitions

LAST UPDATED: JULY 25, 2019

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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 [Staff Workplace Policies](#).

Key Points to Remember

After sharing an incident of sexual misconduct with an individual who has Title IX reporting responsibilities, you will likely continue to reflect on the information you were provided, and 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.

- A Title IX coordinator may reach out to you in the coming days. You decide whether you want to communicate back and how much information you want to share. Title IX coordinators treat the information that is shared with them confidentially and with the utmost sensitivity. If you have not received any communication after a few days, we encourage you to reach out to the Title IX office directly (see next page), to ensure that you are receiving the appropriate support and resources.
- Communicating with a Title IX coordinator may sound intimidating, but it's really just a conversation that allows you to discuss your options and gives you access to various resources. The reporting options are not mutually exclusive: you can pursue any or all of them as you want.
- You are also welcome to initiate a meeting any of the Title IX coordinators, a SHARE counselor, the UWC, the YPD, and other campus and community resources at any time. You do not have to wait to be contacted. The other side of this sheet gives you more information about each of these resources, including how to get in touch. This information is also available online at the [Sexual Misconduct Response and Prevention](http://smr.yale.edu) website (<http://smr.yale.edu>).
- If you choose to contact a Title IX coordinator, here is some additional information about what to expect:
 - 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, leaves of absence)
 - 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, Human Resources, 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? The SHARE Center is a good first step

- 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, any of these resources can offer support:

SHARE Center

203.432.2000
Confidential or anonymous
hotline, 24-hour availability
<http://sharecenter.yale.edu>

- Provides professional, expert help for members of the Yale community who have experienced sexual misconduct
- 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
- Not required to report to Title IX office; connects you with appropriate resources depending on your needs and desired outcomes

Title IX Coordinators

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

- Includes the 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 as appropriate
- Inform complainants of disciplinary and criminal options; investigate complaints as appropriate; and coordinate accommodations and remedies
- Take action in situations of immediate or ongoing threat to individual or community safety

University-Wide Committee on Sexual Misconduct

203.432.4449
9am – 5pm weekdays
<http://uwc.yale.edu>

- Addresses complaints of sexual misconduct as Yale's internal disciplinary committee
- 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

Yale Police Department

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

- Comprised of sworn police officers, including a 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

2019 Prevention and Awareness Programing

Exhibit C

Program Type	Program Summary	Audience
Event	Book discussion: Know My Name, Chanel Miller	School of Forestry students
Event	Information fair for new students at the School of Nursing	School of Nursing students
Event	Information fair for the School of Medicine	School of Medicine community
Event	Repro & Rose: kick-off event	School of Public Health students
Event	SHARE orientation for incoming students (PA program)	Students in the Physician Associate Program
Event	Speakout for "Take Back the Night"	Undergraduate students
Event	Table event (information fair) for the Graduate Women's Welcome Reception	Graduate School of Arts and Sciences students
Event	Title IX Yale Medical School retreat	School of Medicine community
Lecture/Talk	Gender Equity in American Theatre (with guest speakers)	Faculty, Staff, Students
Lecture/Talk	Panel discussion about addressing rates of sexual violence and discussing resources on Yale's campus for	School of Public Health students
Lecture/Talk	Sexual and Reproductive Health Series: Brown Bag Lunch Event	School of Public Health students
Lecture/Talk	Sexual and Reproductive Health Series: Brown Bag Lunch Event	School of Public Health students
Lecture/Talk	Women's Mental Health Conference at Yale	School of Medicine community
Meeting/Training	AAU survey presentation	Dean's Designees
Meeting/Training	AAU survey presentation	Faculty who are Directors of Graduate Studies
Meeting/Training	AAU survey presentation	FAS Faculty Senate
Meeting/Training	AAU survey presentation	La Casa Cultural Center
Meeting/Training	AAU survey presentation	School of Management community
Meeting/Training	AAU survey presentation	School of Music community
Meeting/Training	AAU survey presentation	Slifka Center staff
Meeting/Training	AAU survey presentation	Student Senate
Meeting/Training	AAU survey presentation	Undergraduate and graduate students
Meeting/Training	AAU survey presentation	Undergraduate students
Meeting/Training	AAU survey presentation	VP Student Life Advisory Board
Meeting/Training	AAU survey presentation	Yale Center for Teaching and Learning
Meeting/Training	April EDIWG Meeting focused on issues of misgendering and misidentifying students in the Yale School of Drama community	Faculty, staff, and students at the School of Drama
Meeting/Training	Bystander intervention workshop	Faculty, postdocs, and students at the Geology Department
Meeting/Training	Bystander intervention workshop	Graduate School of Arts and Sciences students

2019 Prevention and Awareness Programing

Exhibit C

Program Type	Program Summary	Audience
Meeting/Training	Bystander intervention workshop	Graduate School of Arts and Sciences students
Meeting/Training	Bystander intervention workshop	Graduate students and postdocs at the Chemistry Department
Meeting/Training	Bystander intervention workshop	Graduate students at the Jackson Institute
Meeting/Training	Bystander intervention workshop	School of Management students
Meeting/Training	Bystander intervention workshop	School of Management students
Meeting/Training	Bystander intervention workshop	School of Medicine students in clinical settings
Meeting/Training	Bystander intervention workshop	School of Nursing students
Meeting/Training	Bystander intervention workshop	SOM/MAM & MSS
Meeting/Training	Bystander intervention workshop	Yale and non-Yale physics collaboration teams at the Wright Physics Lab
Meeting/Training	Bystander intervention workshop	Yale postdoctoral fellows
Meeting/Training	Campus-wide monthly meeting to discuss issues relevant to well-being of students.	Yale community
Meeting/Training	Creating Inclusive Spaces for Transgender and Non-Binary Colleagues + Title IX review	School of Drama faculty
Meeting/Training	Discuss departmental climate and trainings that could be provided by the SHARE Center	Members of the Physics Department
Meeting/Training	Discussion with Yale Clinical Psychology Department/students about SHARE resources and Psychologist career trajectories	Yale Clinical Psychology Dept/students
Meeting/Training	Meeting with the YLS Title IX Working Group	Law School TIX working group
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Divinity School students, REL943 course
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Institute of Sacred Music community
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Law School students
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Drama faculty
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Drama staff
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Teaching Assistants and Title IX Peer Leads at YLS
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Title IX Advisory Board members
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale faculty
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale Housing Community Fellows

2019 Prevention and Awareness Programing

Exhibit C

Program Type	Program Summary	Audience
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale Service and Maintenance staff
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale Service and Maintenance staff
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus bystander intervention training	Members of Chemistry Department
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus bystander intervention training	Members of MCBD Department
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus bystander intervention training	OBGYN Department staff
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus bystander intervention training	School of Management eMBA program students
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus discussion about climate	School of Forestry staff
Meeting/Training	Presentation on Title IX resources, how create a positive campus climate, as well as equity and inclusion	Graduate School of Arts and Sciences students
Meeting/Training	SHARE Center In Service for Yale Health Departments (Student Health, Acute Care and OBGYN)	Student Health, Acute Care and OBGYN
Meeting/Training	SHARE presentation for nursing staff on intimate partner violence	Yale Health nursing staff
Meeting/Training	Sober monitor training for Halloween Party at YSE	Second-Year Graduate Students
Meeting/Training	Student-led support group for survivors of sexual misconduct. Facilitated by students with support from SHARE staff	Yale community
Meeting/Training	TiPs bartender training with sexual misconduct prevention	Undergraduate students, upperlevel students
Meeting/Training	Training for Coker and Dean's Fellows on recognizing and responding to sexual misconduct	Law School Coker and Deans Fellows
Meeting/Training	Training for trainers on bystander intervention (SOM staff)	School of Management staff
Meeting/Training	Training on "Building a Positive Departmental Culture, and Addressing Sexual Misconduct"	Students and postdocs at the Chemistry Department
Meeting/Training	Training on sexual misconduct and intimate partner violence for members of the Consultation Center at the Yale Medical School	TCC community members
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	School of Architecture students
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Undergraduate students
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Undergraduate students who are CCEs
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Undergraduate students who are CCEs
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Undergraduate students who are First Year Counselors (FroCos)
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Walden Peer Counselors
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Yale Medical School Students

2019 Prevention and Awareness Programing

Exhibit C

Program Type	Program Summary	Audience
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Yale Physics Department
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Members of the Slifka Center for Jewish Life
Meeting/Training	Training on SHARE resources and recognizing and responding to sexual misconduct	Yale staff and YSM Peer Advocates
Meeting/Training	Training session for employees of the Law School on Title IX and reporting responsibilities	Coker Fellows, Dean's Advisors, Teaching Assistants and Peer Advocates (2L and 3Ls)
Meeting/Training	Trivia Night hosted by the Title IX Working Group and Peer Leads for YLS Community	Law School community
Meeting/Training	Workshop on building a a positive community at the department of Chemical and Environmental Engineering	Members of the Department of Chemical and Environmental Engineering
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	FAS Faculty
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Law School students, first-year
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Law School students, LLM
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Architecture students
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Art students
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Drama students
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Drama students, returning
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Forestry students
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Forestry Teaching Fellows
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Management students
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Medicine students
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Music students
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Public Health students

2019 Prevention and Awareness Programing

Exhibit C

Program Type	Program Summary	Audience
Orientation	Presentation on Title IX and Yale’s sexual misconduct policies, reporting procedures, and resources for complainants and respondents	YSM faculty
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus	Divinity School students
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus	Faculty and Fellows at the Infectious Disease Department (Medical
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus	School of Forestry students
Orientation	Training on SHARE resources and recognizing and responding to sexual misconduct	School of Management eMBA program students
Orientation	Training on SHARE resources and recognizing and responding to sexual misconduct	School of Management students, 1-yr degree
Orientation	Training on SHARE resources and recognizing and responding to sexual misconduct	Yale Graduate Housing Community Fellows
Workshop/Panel	AAU survey presentation	Drama students
Workshop/Panel	AAU survey presentation	YSM students
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate student, W. Track
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Baseball (M)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Crew Heavyweight (M)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Crew Lightweight (M)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Field Hockey (W)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Football (M)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Golf (W)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Heavyweight Crew
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Lacrosse (M)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Lacrosse (W)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Lightweight Crew
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, M. Basketball
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, M. Fencing
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, M. Ice Hockey
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, M. Squash
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, M. Swim/Dive
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, M. Track
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Sailing (Co-Ed)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Soccer (M)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Soccer (W)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Softball (W)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Tennis (M)
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, Tennis (W)

2019 Prevention and Awareness Programing

Exhibit C

Program Type	Program Summary	Audience
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, W. Basketball
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, W. Crew
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, W. Fencing
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, W. Gymnastics
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, W. Ice Hockey
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, W. Squash
Workshop/Panel	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students, W. Swim/Dive
Workshop/Panel	Bystander training workshop for members of the Yale Child Study Center	Members of the Yale Child Study Center
Workshop/Panel	Community values workshop for student group	La Casa student members
Workshop/Panel	Community values workshop for student group	Something Extra student members
Workshop/Panel	Community values workshop for student group	Undergraduate student, Varsity Team Reps
Workshop/Panel	Community values workshop for student group	Undergraduate students, Chi Psi student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, Fence student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, Fence student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, Frisbee student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, Leo E board
Workshop/Panel	Community values workshop for student group	Undergraduate students, Leo student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, MUNITY student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, Sabrosura student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, Sig Nu student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, SoB student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, Student Org Consultants
Workshop/Panel	Community values workshop for student group	Undergraduate students, Theta student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, YDN student members
Workshop/Panel	Community values workshop for student group	Undergraduate students, YIRA Board
Workshop/Panel	Community values workshop for student group	Undergraduate students, YSECS student members
Workshop/Panel	Intimacy workshop for Acting, Directing, Dramaturgy, Playwriting, and Stage Management students	School of Drama students, incoming
Workshop/Panel	Introductory workshop for first years covering consent, communication, and sexual msiconduct resources available on campus.	Undergraduate studnets, first year students
Workshop/Panel	Panel discussion to provide a deeper understanding of the resources available at Yale to those who have been impacted by sexual misconduct, along with the various policies, procedures, and options available to both complainants and respondents.	Undergraduate students, juniors and seniors
Workshop/Panel	Panel session on sexual harassment and misconduct for the School of Management	School of Management community
Workshop/Panel	Sexual misconduct resource panel at the School of Management	Yale SOM Community

2019 Prevention and Awareness Programing

Exhibit C

Program Type	Program Summary	Audience
Workshop/Panel	SHARE staff assisted in training medical students around sexual health	School of Medicine students
Workshop/Panel	Student-led comment writing session for the Notice of Proposed Rulemaking (NPRM) from the Dept. of Education	Graduate students
Workshop/Panel	Supporting Survivors Workshop at La Casa Cultural Center	Members of La Casa
Workshop/Panel	Training on SHARE resources and recognizing and responding to sexual misconduct	Pierson FroCos and Head of College
Workshop/Panel	Training on SHARE resources and recognizing and responding to sexual misconduct	YIRA leaders
Workshop/Panel	Training on SHARE resources and recognizing and responding to sexual misconduct	YRM Staff
Workshop/Panel	Workkshop on "Creating Inclusive Spaces for Transgender and Non-Binary Students"	School of Drama staff
Workshop/Panel	Workshop focused on strengthening participants' core intervention skills while offering new strategies for a wide range of troubling situations.	Undergraduate students, juniors and seniors
Workshop/Panel	Workshop on pragmatic skills for productive conversations, with a focus on: expressing romantic and sexual desires; navigating differences in values, identities, goals, and experiences; active listening; re-connecting in moments of anger or tension; expressing appreciation, respect, and affection.	Undergraduate students, juniors and seniors
Workshop/Panel	Workshop on Self Care provided to Yale juniors and seniors (part of group of required workshops through OGCC office)	Undergraduate students, , juniors and seniors
Workshop/Panel	Workshop takes an in-depth look at the dynamics of sexual violence, campus norms, and effective strategies for shifting culture.	Undergraduate students, juniors and seniors
Workshop/Panel	Workshop that explores the concepts of resilience and wellness and provides an opportunity to try out coping skills including trauma-informed yoga practices, therapeutic art activities, relaxation exercises, and grounding techniques.	Undergraduate students, juniors and seniors
Workshop/Panel	Workshop to help participants with planning safe events, from choosing a vibe and selecting a venue, to responsibly serving food and alcohol, to maintaining a welcoming tone and safe, inclusive space at the party itself.	Undergraduate students, juniors and seniors
Workshop/Panel	Workshop will expand upon the core elements of a helpful response (listening, not judging, offering support, facilitating referrals to resources) to consider how to promote holistic wellness in both survivors and yourself.	Undergraduate students, juniors and seniors

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 2019.

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>	Meetings/Trainings Panels/Workshops Social Media
Annual Training Program, “Preventing and Responding to Sexual Misconduct”	<p>This annual required training provides members of the community with foundational information on the University’s policies, resources and bystander intervention strategies. This program is supplemented by in-person workshops and training sessions.</p>	Online Training
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 Marchand September 2019 by email to all members of the Yale community.</p>	Electronic Communications Flyers/Posters

Semi-annual Reports of Complaints of Sexual Conduct	Distributed semi-annually by email to all members of the Yale community, the <u><i>Report of Complaints of Sexual Misconduct</i></u> presents information about complaints of sexual misconduct brought to the attention of University officials for each six-month period. These reports are prepared by the University Title IX Coordinator and are intended to raise the awareness of the Yale community to the prevalence of sexual misconduct. These reports include both statistical summaries as well as descriptive summaries of individual complaints. All semi-annual reports are available at http://provost.yale.edu/title-ix/reports .	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 2019. 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
Sexual Assault	75
Stalking	25
Intimate Partner Violence	15
Total	115

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 2019. A complainant may report to multiple campus resources; therefore, some of these reports may also be included in those documented in Exhibit E.

Note that, due to workplace restrictions related to the COVID-19 pandemic, Yale can only provide the total number of confidential or anonymous reports or disclosures for 2019. A breakdown of these reports into categories of sexual misconduct is available upon request.

Category of Sexual Misconduct	Number of Reports or Disclosures
Sexual Assault	
Stalking	
Intimate Partner Violence	
Other	
Total	392

Disciplinary Cases

The table below shows the number of disciplinary cases in 2019 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 2019.

Category of Sexual Misconduct	Number of Cases
Sexual Assault	14
Stalking	1
Intimate Partner Violence	0
Total	15

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 2019, some of which may have been initiated prior to 2019, 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.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended for three terms and was required to complete training on sexual consent.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was placed on probation for the remainder of the respondent's affiliation with Yale. No-contact restrictions were continued.
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 found sufficient evidence to support the allegations. The respondent was suspended for three terms and was required to complete training on sexual consent.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual touching without consent. The UWC did not find sufficient evidence to support the allegation.
Yale College Student	Faculty	Sexual assault	A former YC student alleged that a faculty member engaged in nonconsensual sexual activity. The UWC did not have jurisdiction because the faculty member was no longer at the university at the time of the complaint.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student alleged that another G&P student engaged in sexual harassment and sexual touching without consent. The complainant withdrew the complaint.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual activity without consent. The UWC did not find sufficient evidence to support the allegation.
Yale College Student	Yale College Student	Stalking	A YC student alleged that another YC student engaged in stalking and intimate partner violence and violated a no-contact order. The UWC found sufficient evidence to support the allegation of intimate partner violence. The respondent was reprimanded. No-contact restrictions were continued.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that during an otherwise consensual encounter another YC student removed a condom during sexual intercourse without consent. The UWC found sufficient evidence to support the allegation. The respondent was put on probation for the remainder of the respondent's affiliation with Yale and required to complete training on sexual consent and appropriate conduct. No-contact restrictions were continued.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC did not find sufficient evidence to support the allegation.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual activity without consent. The UWC did not find sufficient evidence to support the allegation.
Postdoctoral Trainee	Faculty Member	Sexual assault	A postdoctoral trainee alleged that a faculty member engaged in sexual touching without consent. The respondent left the university with the disciplinary charge pending. Should the respondent apply to return to Yale, eligibility for employment will be conditioned on the university's resolution of any outstanding complaint.