

Yale OFFICE OF THE PROVOST

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

Courier
2 Whitney Avenue, Suite 400
New Haven CT 06510

VIA EMAIL

October 1, 2021

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 2020.

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 2020.

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, 2020 through August 11, 2020.
- A-2: Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period August 12, 2020 through December 31, 2020.

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 February 2020.

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 March 2020, Yale transitioned its prevention and awareness programming to virtual platforms due to the COVID-19 pandemic.

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. During 2020, Yale College continued to deliver additional training requirement for juniors and seniors, which were first implemented in 2018. 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 2020, 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 2020, Yale continued to offer a recently-developed community values workshop for graduate and professional students to expand on the previous prevention and awareness programming offered by the University. This 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 virtual 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 2020. 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 June 2020 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 2020.

Incidences Reported to the Institution

The University provides the following venues for the 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 2020.

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 2020.

Disciplinary Cases

According to Yale’s procedures prior to August 12, 2020, 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.

Prior to August 12, 2020, 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.

On August 12, 2020, Yale implemented updates to its procedures for addressing formal complaints of sexual misconduct to comply with new federal Title IX regulations. While Yale did not narrow its University definitions of sexual misconduct, Yale did define a subset of behaviors as “Title IX Sexual Misconduct,” and formal complaints about these behaviors are subject to the new regulatory requirements. Under the updated procedures, disciplinary actions against faculty and students for complaints of Title IX Sexual Misconduct may only be pursued through the UWC. For complaints that are not subject to the federal regulations, complaints may be brought to the UWC or a Title IX Coordinator, as discussed above for the time period prior to August 12, 2020.

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 2020. This table may include cases that were still pending at the end of 2020.

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 2020. This table may include cases that were initially brought forward prior to 2020.

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', written in a cursive style.

Stephanie S. Spangler, M.D.

Vice Provost for Health Affairs and Academic Integrity
Clinical Professor of Obstetrics, Gynecology and Reproductive Sciences
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 25, 2019

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 University and Deputy 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. These policies also apply to conduct that occurs in Yale-related off-campus activities.

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.

Sexual misconduct often 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 is 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 form of nonconsensual sexual touching.

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 merely 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 by any participant 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.

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 \(2013\)](#).

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 phone 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.

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Yale Policy on Relationships between Staff Members

Staff are expected to avoid romantic or sexual relationships with employees and trainees for whom they have or might reasonably expect to have supervisory or reporting responsibilities.

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

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

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

Sexual Misconduct Response & Prevention

HOME > FIND POLICIES & INFORMATION > YALE SEXUAL MISCONDUCT POLICIES AND RELATED DEFINITIONS

Yale Sexual Misconduct Policies and Related Definitions

Last updated: August 12, 2020

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

NOTE: Federal regulations for the implementation of Title IX of the Education Amendments of 1972 provide detailed rules for addressing formal complaints about some types of sexual misconduct. Sexual misconduct covered by these regulations is referred to below as "[Title IX sexual misconduct \(#titleix-sexual-misconduct\)](#)". Yale's broader definitions of sexual misconduct include Title IX sexual misconduct. For questions about Title IX sexual misconduct or the rules applicable to formal complaints, please contact a [Title IX Coordinator \(https://provost.yale.edu/title-ix/coordinators\)](https://provost.yale.edu/title-ix/coordinators) or [the UWC \(https://uwc.yale.edu/\)](https://uwc.yale.edu/).

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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.

When alcohol or other drugs are involved, incapacitation is a state beyond drunkenness or intoxication. An inability to remember events is not on its own sufficient to demonstrate incapacitation. A person may be able to make and act on a considered decision to engage in sexual activity but not remember having done so.

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.

IPV may be accompanied by a range of abusive/controlling behaviors by a current or former intimate partner, such as verbal, emotional, or financial abuse. If you have experienced any of these

behaviors, the SHARE Center and Title IX coordinators are available to assist you.

Stalking

Stalking is repeated or obsessive unwanted attention on the basis of sex that is directed toward an individual or group and 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 phone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

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Whenever a teacher is or in the future might reasonably become responsible for teaching, advising, or directly supervising a student, a sexual or romantic 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 or romantic 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 or romantic 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 romantic relationship with any undergraduate student, regardless of whether the teacher currently exercises or expects to have any pedagogical or supervisory responsibilities over that student.

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the Provost, or one of their designees. Students or other members of the community may lodge a 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.

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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](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 [Staff Workplace Policies](https://your.yale.edu/work-yale/staff-workplace-policies) (<https://your.yale.edu/work-yale/staff-workplace-policies>).

() Title IX Sexual Misconduct^[1] (#fn-1)

Federal regulations for the implementation of Title IX of the Education Amendments of 1972 provide detailed rules for addressing formal complaints about some types of sexual misconduct. Sexual misconduct covered by these regulations is referred to as “Title IX sexual misconduct.” Yale’s broader definitions of sexual misconduct include Title IX sexual misconduct. For questions about Title IX sexual misconduct or the rules applicable to formal complaints, please contact a [Title IX Coordinator](https://provost.yale.edu/title-ix/coordinators) (<https://provost.yale.edu/title-ix/coordinators>) or [the UWC](https://uwc.yale.edu/) (<https://uwc.yale.edu/>).

The following definitions will apply to allegations of misconduct addressed under Section 4 of the Procedures of the University-Wide Committee on Sexual Misconduct:

Sexual Harassment

Sexual harassment occurs when (1) A Yale employee conditions the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome sexual conduct, or (2) An individual is subjected to unwelcome conduct of a sexual nature determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies the individual equal access to Yale’s education program or activity;

Sexual Assault

Sexual assault is any sexual act directed against another person without the consent of the victim, including rape, sodomy, sexual assault with an object, fondling, incest and statutory rape.

Dating Violence

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence

Domestic violence includes felony or misdemeanor crimes of violence, on the basis of sex, committed:

- by a current or former spouse or intimate partner of the victim,
- by a person with whom the victim shares a child in common,

- by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate
- partner,
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Connecticut, such as others related by blood or marriage or who presently reside together or have resided together, or
- by any other person against an adult or youth^[2] [\(#fn-2\)](#) victim who is protected from that person’s acts under the domestic or family violence laws of Connecticut.

Stalking

Stalking means engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

[Q](#)[1] All terms and their definitions in this section will be interpreted and applied by Yale in accordance with the definitions contained in 34 C.F.R. § 106.30 (the “Title IX regulations”). Yale’s language is intended to convey the same meaning as the definitions referenced in the Title IX regulations.

[Q](#)[2] For purposes of this definition, the term “youth” means a person who is 11 to 24 years old.

Need help now?

In an emergency

Call 911 or the [Yale Police \(https://your.yale.edu/community/public-safety/yale-police-department\)](https://your.yale.edu/community/public-safety/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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Key Points to Remember

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

- A Title IX coordinator will often reach out following a report to offer support and resources. 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.
- Communicating with a Title IX coordinator may sound intimidating, but it's really just a conversation that allows you to discuss your options and provides you with access to various resources.
- You are also welcome to initiate a conversation with any of the Title IX coordinators, a SHARE counselor, the UWC, the YPD, and other campus and community resources at any time. The resources are not mutually exclusive: you can utilize any or all of them as you wish.
- 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 will make sure you know about and have access to resources that provide support and safety measures.
 - 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 self-care strategies, including finding ways to access support in 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 assistance 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
- Connects you with appropriate resources depending on your needs and desired outcomes
- Will share information only if you wish, except in situations of imminent harm

Title IX Coordinators

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

- Available to students in Yale College, the Graduate School, each professional school, and to all faculty and staff
- Responsible for policies, programs, and coordination of resources
- Track and respond to complaints
- Provide information about and access to safety and support resources, accommodations, remedies, interim measures, and informal resolution options
- Inform individuals of disciplinary and criminal complaint options
- Will take action in situations of immediate or ongoing risk to an individual or to the safety of the community

University-Wide Committee on Sexual Misconduct

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

- Addresses formal complaints of sexual misconduct as Yale's internal disciplinary committee
- Members include faculty, staff, and students; supported by professional, impartial fact-finders
- Assists individuals in learning more about the formal complaint process and where to go for support and guidance

Yale Police Department

203.432.4400
24-hour availability
<https://your.yale.edu/commu-nity/public-safety/yale-police-department>

- 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

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
- Student Accessibility Services: 203.432.2324
- University Chaplain's Office: 203.432.1128
- Yale Office of International Students & Scholars, 203.432.2305

Resources beyond Yale

- RAINN Hotline: 1.800.656.4673 (hotline)
- Sexual assault crisis services: Women & Families Center, 203.389.5010
- Domestic violence services: The Umbrella Center, 203.789-8104
- Legal services: New Haven Legal Assistance Association, 203.946.4811

Program Type	Program Summary	Audience
Event	Book reading and discussion about "Know My Name"	School of the Environment students
Event	SHARE staff participated in virtual fair and provided information on sexual misconduct resources	Graduate School students (incoming)
Event	Title IX-related trivia event held by the Title IX Working Group at the Law School.	Law School community
Event	Viewing and discussion with the SOM Title IX Working Group about the documentary film "The Hunting Ground"	School of Management students
Meeting/Training	Advanced Bystander Intervention: building on the introductory bystander intervention training, this workshop strengthens participants' core intervention skills while offering new strategies for a wide range of troubling situations.	Undergraduate students (upper level)
Meeting/Training	Annual pre-academic year training for new and returning Communication and Consent Educators	Undergraduate students (new and returning CCEs)
Meeting/Training	Discussion regarding the results of the Association of American Universities' Campus Climate Survey results	Members of the Diversity Equity and Inclusion Student Advisory Board
Meeting/Training	Discussion regarding the results of the Association of American Universities' Campus Climate Survey results	Members of the Graduate Student Assembly
Meeting/Training	Discussion regarding the results of the Association of American Universities' Campus Climate Survey results	Members of the Yale South Asian Society
Meeting/Training	Discussion with members of the Women in Quantum about Title IX and potential programming for the Yale Quantum Institute	Members of Women in Quantum (WIQI)
Meeting/Training	Discussion with Yale College Faculty about Title IX programs, regulations, resources, and initiatives	Yale College faculty
Meeting/Training	Meeting of PLs from Office of LGBTQ Resources to answer questions about SHARE	Undergraduate students (PLs)
Meeting/Training	Meeting with members of SWIM on the new Title IX regulations	Members of the Committee of the Status of Women in Medicine (SWIM)
Meeting/Training	Meeting with members of the board in order to discuss the new Title IX regulations and their potential impact on Yale policies, definitions, and resources	Undergraduate students

Program Type	Program Summary	Audience
Meeting/Training	Meeting with members of the GSA to discuss collaboration on Title IX-related initiatives	Members of Graduate Student Assembly
Meeting/Training	Meeting with members of the School of the Environment's Title IX Working Group to discuss goals and programming for YSE	School of the Environment Community
Meeting/Training	Meeting with members of the Title IX Working Group at the Law School to discuss Title IX programs, resources, and new regulations	Law School students
Meeting/Training	Meeting with members of the WFF to discuss new Title IX regulations	Members of the Women Faculty Forum
Meeting/Training	Meeting with members of the YCC in order to learn about possible collaboration and student programming	Yale College Council
Meeting/Training	Monthly discussion with members of the Undergraduate Student Title IX Advisory Board about Title IX news, projects, and initiatives (multiple dates)	Undergraduate students
Meeting/Training	Monthly discussions with members of the Graduate and Professional Student Title IX Advisory Board about Title IX news, projects, and initiatives (multiple dates)	Graduate and professional students
Meeting/Training	Monthly SafetyNet meeting of Yale department/schools/student leaders to discuss issues related to student wellbeing and safety	Members of the Yale community
Meeting/Training	Presentation by members of the SOM Title IX Working Group on recent projects and initiatives	School of Management community
Meeting/Training	Presentation on ways to create an inclusive and welcoming classroom environment, including content around sexual misconduct resources and bystander intervention	Graduate School students (incoming)
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Law School students in peer roles
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of the Environment Community
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Undergraduate peer educators
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents.	Department of Anesthesiology faculty

Program Type	Program Summary	Audience
Meeting/Training	Sexual and Romantic Communication: participants will learn 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 (upper level)
Meeting/Training	SHARE training on sexual health for members of the School of Medicine	School of Medicine students
Meeting/Training	TIPS bartender training: through a series of scenarios and exercises, this workshop teaches practical skills including: identifying dangerous intoxication, slowing down and cutting off service, responding to sexual harassment, de-escalating conflict, and getting help in an emergency (multiple dates)	Undergraduate students (upper level)
Meeting/Training	Training for first year counselors on how to respond to reports of sexual misconduct	Undergraduate students (first year counselors)
Meeting/Training	Training on harassment in the laboratory and classroom, including resources	School of Medicine students and researchers
Meeting/Training	Training on recognizing and responding to sexual misconduct	Undergraduate students (CCEs)
Meeting/Training	Training on SHARE services and sexual misconduct	International students (VISP)
Meeting/Training	Training on SHARE services and sexual misconduct	School of Medicine student peer advocates
Meeting/Training	Training on SHARE services and sexual misconduct	Undergraduate students (ROTC)
Meeting/Training	Training on SHARE services and sexual misconduct	Yale Health Internal Medicine staff
Meeting/Training	Training on SHARE services and sexual misconduct	Yale Health OBGYN staff
Meeting/Training	Training on SHARE services and sexual misconduct	Yale Health Student Medicine staff
Meeting/Training	Training on Title IX resources and how to handle difficult conversations in the workplace	Yale Alumni Association (YAA) staff
Meeting/Training	Training/talk for members of the Yale Center for Medical Education, focused on sexual assault	Yale Center for Medical Education staff
Meeting/Training	Video training covering basic consent education for all incoming first year students	Undergraduate students (first year)
Meeting/Training	Virtual discussion with WISAY about SHARE Center and Yale resources	Members of Women in Science at Yale (WISAY)

Program Type	Program Summary	Audience
Orientation	Introduction to Graduate School resources including those related to sexual misconduct and other forms of harassment and discrimination	Graduate School students (incoming)
Orientation	Peer Liaison training on sexual misconduct response and prevention	Undergraduate students (PLs)
Orientation	Presentation on Title IX, the UWC, Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	New faculty members
Orientation	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Law School students (incoming)
Orientation	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Architecture students (incoming)
Orientation	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Art students (incoming)
Orientation	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Management students (incoming)
Orientation	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	School of Medicine students (incoming)
Orientation	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents (multiple dates)	New employees
Orientation	Presentation to discuss academic professional ethics which included content about policies and resources related to sexual misconduct	Graduate School students (incoming)
Orientation	Title IX video and online workshop	School of the Environment students (incoming)
Orientation	Training for FroCo's who missed sessions during their orientation	Undergraduate students (FroCos)
Panel	Understanding University Resources: participants will gain 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 (upper level)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students (M. Cross Country)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Undergraduate students (W. Cross Country)

Program Type	Program Summary	Audience
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (Baseball)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (Field Hockey)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (Football 1)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (Football 2)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (Football 3)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (M. Golf)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (M. Lacrosse)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (M. Tennis)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (Sailing)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (Softball)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (Volleyball)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (W. Golf)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (W. Lacrosse)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (W. Soccer)
Workshop	Annual sexual assault prevention workshop delivered to all varsity athletics teams	Undergraduate students (W. Tennis)

Program Type	Program Summary	Audience
Workshop	Building Resilience: this workshop 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 (upper level)
Workshop	Bystander intervention workshop and survey on the topic of physical and visual boundaries (Miro Board)	School of Architecture students
Workshop	Bystander intervention workshop for incoming students at the School of Management	School of Management students (incoming)
Workshop	Bystander intervention workshop for incoming students at the School of Nursing	School of Nursing students
Workshop	Bystander intervention workshop for students, faculty, and staff at the School of the Environment	School of the Environment Community
Workshop	Change Agent: this workshop takes an in-depth look at the dynamics of sexual violence, campus norms, and effective strategies for shifting culture.	Undergraduate students (upper level)
Workshop	Hosting 101: this interactive workshop helps participants through the process, 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 (upper level)
Workshop	Intimate Partner Violence workshop for School of Medicine students	School of Medicine students
Workshop	Introductory bystander intervention workshop covering basic intervention skills and strategies for a wide range of troubling situations.	Undergraduate students (first year)
Workshop	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents + bystander intervention workshop	Graduate School students
Workshop	Community Values workshop: this workshop offers groups a chance for purposeful reflection, exploring their internal community dynamics and explicitly articulating their shared values and goals. (multiple dates)	Undergraduate students (upper level)
Workshop	This 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 (upper level)

Program Type	Program Summary	Audience
Workshop	Workshop on difficulty situations and challenges in clinical settings for medical students	School of Medicine students
Workshop	Workshop/discussion on Association of American Universities' sexual climate survey for members of the NACC	Members of the Native American Cultural Center

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 2020. Note: in March 2020, Yale transitioned its prevention and awareness programming to virtual platforms due to the COVID-19 pandemic.

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>
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>	<p>Online Training</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 by email in June 2020 to all members of the Yale community.</p>	<p>Electronic Communications Flyers/Posters</p>

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 2020. 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	49
Stalking	10
Intimate Partner Violence	11
Total	70

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 2020. 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 2020. 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	386

Disciplinary Cases

The table below shows the number of disciplinary cases in 2020 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 2020.

Category of Sexual Misconduct	Number of Cases
Sexual Assault	2
Stalking	
Intimate Partner Violence	
Total	2

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 2020, some of which may have been initiated prior to 2020, 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
Graduate & Professional Student	Graduate & Professional Student	Sexual Assault	A G&P student alleged that another G&P student engaged in sexual touching without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended for one term, precluded from attending program events, and required to complete training on sexual consent.
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student reported that another YC student engaged in sexual penetration and other sexual activity without consent. Subsequently, the complainant brought a formal complaint to the UWC. The UWC found sufficient evidence to support the allegations. The respondent was suspended for three terms, put on probation until graduation, and required to complete training on sexual consent. No-contact restrictions were continued.
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student brought a formal complaint alleging that another YC student engaged in sexual penetration and other sexual activity without consent. The UWC did not find sufficient evidence to support the allegations.
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student brought a formal complaint alleging that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended for four terms and put on probation until graduation.
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student brought a formal complaint alleging that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended for one term and required to complete training on sexual consent. No-contact restrictions were continued.
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student brought a formal complaint alleging that another YC student engaged in sexual penetration and other sexual activity without consent. The UWC did not find sufficient evidence to support the allegations.