

Yale OFFICE OF THE SECRETARY

VIA EMAIL

September 30, 2022

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 2021.

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 posted in electronic format and provided in printed format to all incoming students, faculty, and staff during 2021.

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

- Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period January 1, 2021 through December 31, 2021.

Victim's Rights and Options

The University provides written notification (see Exhibit B) of rights, options, and resources to victims of sexual assault, intimate partner violence, and stalking. 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 those 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 April 2021.

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. During 2021, Yale provided prevention and awareness programming in both virtual and in-person formats as the Yale community returned to on-campus activities.

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 2021, Yale College continued to deliver additional trainings 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 2021, 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 2021, 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 prevention, awareness, and risk reduction programs conducted at Yale during calendar year 2021. The list of programs is extensive; should you wish further details regarding any of the programs listed, my office 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 Office has published reports containing

statistical and descriptive summaries of the complaints brought forward and actions taken by the University to address them during the each six-month period. These reports are available at <https://smr.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 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.

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 2021.

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 2021.

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, 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 2021.

Disciplinary Cases

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, staff, and students for complaints of Title IX Sexual Misconduct may only be pursued through the University-Wide Committee on Sexual Misconduct (“UWC”). For complaints that are not subject to the federal regulations, complaints may be brought to the UWC or, in some cases, a Title IX Coordinator. Information regarding the UWC and its procedures is available at uwc.yale.edu.

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 2021. This table may include cases that were still pending at the end of 2021.

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

- A table displaying the final outcome of disciplinary cases involving allegations of sexual assault, stalking, or intimate partner violence that were initiated during calendar year 2021.

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

Sincerely yours,



Elizabeth Conklin, J.D.

Associate Vice President for Institutional Equity, Accessibility, and Belonging
University Title IX Coordinator
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: August 12, 2020

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 their 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.

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 \(https://provost.yale.edu/title-ix/coordinators\)](#) or [the UWC \(https://uwc.yale.edu/\)](#).

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.

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.

() 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 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.

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 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 instructional 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.

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](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 may continue to reflect on what your next steps, if any, will 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 may 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 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. In these cases, you will be part of the decision-making process.
 - Title IX coordinators will offer to arrange supportive measures and accommodations and will provide information about the range of campus support and safety resources.
 - 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 contact you before taking any action and will not share the specifics of your experience with other personnel, without your permission.

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 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 access to 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
- Coordinate accommodations and other supportive measures 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, senior staff, and graduate & professional 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/community/](https://your.yale.edu/community/public-safety/yale-police-department)

[public-safety/yale-police-department](https://your.yale.edu/community/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

Yale University Prevention and Awareness Programming
Calendar Year 2021

Exhibit C

Program Type	Program Summary	Audience
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Baseball (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Basketball (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Basketball (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Crew (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Crew (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Cross Country (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Fencing (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Fencing (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Field Hockey
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Football
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Golf (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Golf (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Gymnastics
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Heavyweight Crew
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Ice Hockey (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Ice Hockey (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Lacrosse (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Lacrosse (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Lightweight Crew
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Sailing
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Soccer (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Soccer (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Softball
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Squash (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Squash (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Swimming & Diving (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Swimming & Diving (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Tennis (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Tennis (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Track and Field (M)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Track and Field (W)
Training/Workshop	Annual sexual assault prevention workshop delivered to all varsity athletic teams	Volleyball
Training/Workshop	Bystander Intervention: Introductory bystander intervention workshop covering basic intervention skills and strategies for a wide range of troubling situations.	First & Second Year Yale College Students
Training/Workshop	Myth of Miscommunication (multiple dates)	First & Second Year Yale College Students
Training/Workshop	SHARE Training with TIX UG and G&P Advisory Committees	Yale College and Graduate and Professional Students
Training/Workshop	Yale Medical School IPV Workshop	School of Medicine students
Training/Workshop	Yale Medical School Sexual Health Workshop	School of Medicine Students
Training/Workshop	Yale School of Medicine Peer Advocate SHARE Training/Workshop	School of Medicine Peer Advocates
Training/Workshop	Anthropology Community Values	Anthropology faculty, staff, and students
Training/Workshop	Bystander intervention training for new students at the School of Management (multiple dates)	School of Management incoming students
Training/Workshop	Bystander intervention training for School of Management	School of Management incoming students
Training/Workshop	Bystander training for Molecular Biophysics and Biochemistry Department	Molecular Biophysics and Biochemistry Faculty, staff, and students
Training/Workshop	Bystander training for Music Department	Music Department students
Training/Workshop	Bystander training for Yale Law students	School of Law students

Yale University Prevention and Awareness Programming
Calendar Year 2021

Exhibit C

Program Type	Program Summary	Audience
Training/Workshop	Bystander/civility training for Chemistry Department	Chemistry Department students, faculty, and staff
Training/Workshop	Chemical and Environmental Engineering Community Values	Chemical and Environmental Engineering students and faculty
Training/Workshop	Chemistry – NSF Ethics Trainings – Bystander Intervention	Chemistry Department new students
Training/Workshop	Community Values Workshop for Astronomy Department	Astronomy Department students and faculty
Training/Workshop	EMWAR Community Values Training	Religious Studies students and faculty
Training/Workshop	Training with SOM Students on Consent and Sexual Misconduct	School of Management students
Training/Workshop	Training/Workshop with Yale Health Clinical Staff	Yale Health Clinical Staff
Training/Workshop	Yale Medical School Peer Advocate Training/Workshop on Sexual Misconduct Resources	School of Medicine Peer Advocates
Training/Workshop	Yale Medical Students - first response and prevention to sexual misconduct	School of Medicine students
Training	Boundary Setting: Video training covering basic consent education for all incoming first year students	First-year Yale College students
Training	Pre-orientation leaders training	Yale College Pre-orientation leaders
Training	Recognizing and Responding to Sexual Misconduct Training	Yale International Relations Association board members
Training	SAS Board SHARE/Title IX training	Student Accessibility Services Board (Staff)
Training	Student Leader Training (multiple dates)	Yale College Student Leadership: CCEs, FoCos, PLs, Pre-Orientation Leaders
Training	TIPS Bartending: 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)	Yale college Upperlevel Students
Training	Title IX Training	Junior and Senior Yale College Students
Training	Challenges/Difficulty Conversations Transitions Session for Medical Students	School of Management students
Training	Housing Fellow Orientation	Yale College Housing Student Fellows
Training	Recognizing and Responding to Sexual Misconduct Training	Chemistry Department
Training	Recognizing and Responding to Sexual Misconduct Training	New Community and Consent Educators (Yale College)
Training	SHARE/TIX Training for Chiefs and Managers of Yale Health	Yale Health Chiefs and Managers
Panel	Student Support Services Panel & Wellness Committee Session	School of Medicine incoming students
Panel	Peer Liaison Training	Yale College Peer Liaisons students
Orientation	Intro to the Profession (multiple dates)	School of Medicine students
Orientation	SHARE overview and resources	Law School incoming students
Orientation	SHARE overview and resources	School of Architecture incoming students
Orientation	SHARE overview and resources	School of Management incoming students
Orientation	SHARE overview and resources	Student Affairs Fellows (staff)
Orientation	SHARE overview and resources	Yale Visiting International Student program students
Orientation	FES Orientation/ By-stander intervention (multiple dates)	School of the Environment Students
Orientation	Incoming Student Orientation	School of Nursing first year students
Orientation	Overview of Title IX and Resources	Divinity School first year students
Orientation	Overview of Title IX and Resources	New faculty members in Faculty of Arts and Sciences
Orientation	Overview of Title IX and Resources	School of Art first year students
Orientation	Overview of Title IX and Resources (multiple dates)	New staff members
Orientation	Supporting an Inclusive Environment (Orientation Session)	David Geffen School of Drama new and continuing students
Orientation	Title IX Orientation at the School of Engineering and Applied Science	School of Engineering incoming students
Orientation	Title IX Orientation at the School of the Environment (multiple dates)	School of the Environment incoming students
Orientation	Title IX Orientation for new students at the School of Management	School of Management incoming students
Orientation	Title IX training and bystander workshop for EMBA program	Executive MBA students (School of Management)
Meeting/Training	All Staff Meeting	Full staff of Drama School and Yale Repertory Theatre
Meeting/Training	Department of Philosophy, Climate Committee	Philosophy Department students and faculty

Yale University Prevention and Awareness Programming
Calendar Year 2021

Exhibit C

Program Type	Program Summary	Audience
Meeting/Training	Endocrine Department Meeting Consultation/Training on Survey on Sexual Misconduct	School of Medicine Endocrine Department
Meeting/Training	English Department's DEI Committee	English Department students and faculty
Meeting/Training	Full Faculty Meeting at Orientation	School of Drama new and returning faculty
Meeting/Training	G&P SAB- Introduction to Restorative Justice Practice(s)	Yale Graduate and Professional School students
Meeting/Training	iPro Session for new students at the Medical School	School of Medicine incoming students
Meeting/Training	Physics Department Intro to Title IX Resources	Physics Department students
Meeting/Training	School of Management Title IX Working Group	School of Management faculty, staff, and students
Meeting/Training	SHARE at Title IX graduate student advisory committee meeting	Title IX graduate student advisory committee members
Meeting/Training	SHARE attending CCE meeting for Q&A	Community and Consent Educators (Yale College)
Meeting/Training	Support Services Session (Panel) for incoming students at YSM	School of Medicine incoming students
Meeting/Training	Title IX Orientation for Community Fellows (Yale Grad Housing)	Yale Graduate and Professional community fellows (students)
Meeting/Training	Title IX Orientation for Teaching Assistants	Yale Graduate and Professional students
Meeting/Training	Title IX Orientations for Student Advisory Boards	Yale College and Graduate Professional Student Advisory Board Members
Meeting/Training	Title IX overview and workshop on issues in clinical settings	Yale Health Department Chiefs
Meeting/Training	Title IX training and bystander workshop for EMBA program	School of Management incoming students
Meeting/Training	Training for faculty at the Anthropology Department	Anthropology faculty
Meeting/Training	Training for students at the Anthropology Department	Anthropology Department graduate students
Meeting/Training	Training on reporting responsibilities for members of the Reflective Writing Workshop	School of Medicine student facilitators
Meeting/Training	Training on reporting responsibilities for members of the Reflective Writing Workshop	School of Medicine students and faculty member
Meeting/Training	YSE Title IX Working Group Meeting	Members of School of the Environment Title IX Working Group
Fair	SHARE overview and resources	Graduate School incoming students
Event	Denim Day	School of the Environment students, staff, and faculty
Conference/Training	Symposium on intersection of mental health issues and sexual misconduct	Faculty, Students, and Staff from across campus

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.</p>	<p>Electronic Communications Flyers/Posters</p>

Reports of Complaints of Sexual Conduct	Distributed by email to all members of the Yale community, the <i><u>Report of Complaints of Sexual Misconduct</u></i> presents information about complaints of sexual misconduct brought to the attention of University officials for each six-month period. These reports are prepared by the University Title IX Office 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 and are available at https://smr.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 2021. 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	57
Stalking	11
Intimate Partner Violence	4
Total	72

Confidential or Anonymous Reports to the Institution

The table below shows the number of confidential or anonymous reports or disclosures related to sexual assault, stalking and intimate partner violence made to Yale University during calendar year 2021. A complainant may report to multiple campus resources; therefore, some of these reports may also be included in those documented in Exhibit E.

Category of Sexual Misconduct	Number of Reports or Disclosures
<u>Sexual Assault</u>	101
<u>Stalking</u>	11
<u>Intimate Partner Violence</u>	28
Total	140

Disciplinary Cases

The table below shows the number of disciplinary cases in 2021 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 during calendar year 2021.

Category of Sexual Misconduct	Number of Cases
Sexual Assault	9
Stalking	1
Intimate Partner Violence	0
Total	10

Disciplinary Cases

The table below includes excerpts from Yale University's Reports on Complaints of Sexual Misconduct (available at <https://smr.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 initiated during calendar year 2021, 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 and other sexual activity without consent. The UWC found sufficient evidence to support some of the allegations of nonconsensual sexual activity. The respondent was issued a written reprimand and was required to complete training on sexual consent. No-contact restrictions will be continued for the duration of both students' enrollment at Yale.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in intimate partner violence, dating violence, and sexual penetration without consent. The respondent withdrew from the University.
Yale College Student	Yale College Student	Stalking	A Title IX coordinator filed a formal complaint alleging that a YC student engaged in stalking behaviors toward another YC student and violated a directive of a University official. The UWC found sufficient evidence to support the allegations. The respondent was suspended for two terms, was required to complete conduct awareness training, and will be required to attend regular meetings with an administrator after returning to campus. No-contact restrictions will be continued for the duration of both students' enrollment at Yale.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged 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. No-contact restrictions will be continued for the duration of both students' enrollment at Yale.
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 allegations. The respondent was issued a written reprimand and was required to complete training on sexual consent. No-contact restrictions will be continued for the duration of both students' enrollment at Yale.
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 allegations. No-contact restrictions will be continued for the duration of both students' enrollment at Yale.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student alleged that another G&P student engaged in sexual penetration and physical acts of violence without consent. The UWC found sufficient evidence to support the allegations. The respondent was expelled from the University.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Faculty	Faculty	Sexual assault	A faculty member alleged that another faculty member engaged in sexual touching without consent at two off-campus events and sexual harassment. The UWC found sufficient evidence to support the allegations. The respondent was suspended from the University without pay for two years and was restricted from holding leadership or supervisory roles.
Yale College Student	Yale College Student	Sexual assault	<p>During a previous reporting period, A YC student reported that another YC student engaged in sexual penetration without consent. At the complainant's request, a Title IX Coordinator implemented academic accommodations for the complainant and referred the complainant to other university resources.</p> <p>Subsequently, the complainant filed a formal complaint with the UWC alleging that the respondent engaged in sexual penetration without consent. The UWC did not find sufficient evidence to support the allegations. No-contact restrictions will be continued for the duration of both students' enrollment at Yale.</p>