

Preventing and Responding to Sexual Misconduct: *Building a Climate of Safety and Respect at Yale*



YALE RESOURCES

For full information on resources, see pages 7-9

SHARE: Information, Advocacy, and Support

sharecenter.yale.edu

203.432.2000 (24/7 availability)

Professional, expert help for people who have experienced sexual misconduct, as well as their friends and family

Coordinates access to medical treatment, evidence collection, and legal consultations

Assists with contacting police and/or initiating a complaint process

Will only share information if you wish, except in situations of imminent harm

University-Wide Committee on Sexual Misconduct

uwc.yale.edu

203.432.4449 (9 AM–5 PM weekdays)

Yale's internal disciplinary committee for handling formal complaints of sexual misconduct

Members include faculty, senior staff, and graduate and professional students; supported by impartial investigators

Assists individuals in learning more about the formal complaint process and where to go for support and guidance

For the most up to date information visit smr.yale.edu

Another way to connect with Yale resources!

Download the free *Livesafe*® app from the Apple or Android app stores.



Yale Police Department

<https://your.yale.edu/community/public-safety/yale-police-department>

203.432.4400 (24/7 availability)

Sworn police officers; Sensitive Crimes & Support Coordinator

Conducts criminal investigations

Provides services to victims, such as safety planning and assistance in obtaining a protective order

Will consult without requiring a police report to be filed

Title IX Coordinators

provost.yale.edu/title-ix/coordinators

203.432.6854 (9 AM – 5 PM weekdays)

See page 31 for Title IX Coordinators' contact information

Title IX Coordinators are 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

Not sure where to begin?
Contact SHARE

PHOTOGRAPHY: Michael Marsland, University Photographer

This guide provides an overview of the University's policies and the broad range of resources available to prevent and respond to sexual misconduct at Yale. For the most up-to-date and detailed information, please see the Sexual Misconduct Response and Prevention website (smryale.edu).

The most important thing that you need to know is:

You should expect to feel safe and respected at all times at Yale. If for any reason you do not, Yale will provide resources to support you and help you take action.

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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.

Definition of 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.

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 in this booklet as "Title IX Sexual Misconduct" (see Appendix A). 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 or the UWC.

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.

Definition of 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.

Definition of Sexual Assault

Sexual assault is any kind of nonconsensual sexual contact, including rape, groping, or any other form of nonconsensual sexual touching.

Definition of 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.

Definition of Intimate Partner Violence

Intimate partner violence (IPV) occurs when a current or former intimate partner uses or threatens physical or

Intimate Partner Violence 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.

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.

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.

Definition of 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.

See "Appendix B: Related Federal and State Laws and Definitions" at the end of this guide for definitions of these offenses under state and federal law.

Yale 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, or any Title IX Coordinator.

See Staff Workplace Policies at your.yale.edu/work-yale/staff-workplace-policies

Yale Policy on Retaliation

Yale University strictly forbids retaliation against individuals who report sexual misconduct, file complaints of sexual misconduct, cooperate in the investigation of sexual misconduct, or those who adjudicate formal complaints of sexual misconduct. This prohibition against retaliation protects complainants, respondents, witnesses, and other persons who have provided or may provide information to a Title IX Coordinator or the University-Wide Committee on Sexual Misconduct (UWC).

If you believe you have experienced retaliation, you should consult with a Title IX Coordinator or the UWC Secretary.

The SHARE Center
Information, Advocacy, and Support
55 Lock Street, Lower Level
Office hours: 9 AM–5 PM weekdays
203.432.2000 (24/7 availability)
sharecenter.yale.edu

SHARE, the Sexual Harassment and Assault Response and Education Center, offers information, advocacy and support to all members of the Yale community who are dealing with sexual misconduct of any kind. SHARE assists individuals who are dealing with recent or past experiences or who are supporting their friends, family or loved ones. Additionally, they have resources for individuals who may have concerns about their own behavior. SHARE is available any time of the day or night via a direct hotline, as well as for drop-ins on weekdays during regular business hours. SHARE services are confidential and can be anonymous when desired.

SHARE can also facilitate access to mental health or medical care (including accompaniment to the emergency room for evidence collection when requested), help with initiating complaint or legal processes (including obtaining a protective order), and assistance with contacting police. When requested, its staff works closely with the Title IX Coordinators, the University-Wide Committee on Sexual Misconduct, the Yale Police Department, and other on-campus or off-campus resources to best address the needs of community members. If you wish to make use of SHARE's services, you can call 203.432.2000 at any time for a phone consultation or to set up an appointment. Some legal and medical options are time-sensitive, so if you have been assaulted, we encourage you to call SHARE as soon as possible. Counselors can talk with you over the phone or meet you in person at Yale Health or the Yale-New Haven Hospital Emergency Room.



From left to right: Jennifer Czincz (PhD: Director), Freda Grant (MA: Advocate and Conduct Awareness Program), Anna Seidner (LMSW: Counselor), and Cristy Cantu (LCSW: Counselor).

Title IX Coordinators**203.432.6854 (9 AM–5 PM weekdays)*****provost.yale.edu/title-ix***

See the inside back cover of this guide for additional contact information.

Title IX¹ Coordinators are senior administrators and faculty members throughout the University who:

- Address any immediate concerns related sex- or gender-based discrimination or sexual misconduct;
- Connect individuals with appropriate resources, provide information regarding options available for further action, and help to facilitate those actions;
- Track and monitor complaints;
- Coordinate the University's response to each complaint; and
- Where appropriate, conduct investigations.

The University Title IX Coordinator, Dr. Stephanie Spangler, has campus-wide responsibility for all policies, processes, and programs that address and prevent discrimination on the basis of sex or gender, including sexual misconduct. In addition to Dr. Spangler, Assistant Provost Jason Killheffer serves as the Senior Deputy Title IX Coordinator and helps to oversee the University's Title IX programs. The Director of the Office of

Institutional Equity and Access, Valarie Stanley, serves as the Senior Deputy Title IX Coordinator for faculty and staff. Yale College, the Graduate School of Arts and Sciences, and each of the professional schools have designated Deputy Title IX Coordinators. These Coordinators report to Dr. Spangler.

You may contact any Coordinator at any time by email or phone. Some community members prefer to contact the Title IX Coordinator that works directly with their school; others prefer to contact a Coordinator from another area of campus.

All Coordinators are available to the entire Yale community. You can find their contact information on page 31 of this booklet or online at *provost.yale.edu/title-ix/coordinators*.

¹*Title IX of the Education Amendments of 1972 (see Appendix B) protects people from discrimination on the basis of sex or gender in educational programs and activities at institutions that receive federal funding. Discrimination on the basis of sex or gender includes sexual harassment, sexual assault, and other forms of sexual misconduct.*

University-Wide Committee on Sexual Misconduct (UWC)**203.432.4449 (9 AM–5 PM weekdays)*****uwc.yale.edu***

The University-Wide Committee on Sexual Misconduct (UWC) is an internal disciplinary board available to students, faculty, and staff across the

PRIMARY RESOURCES

University for complaints of sexual misconduct, as described in the committee's procedures. The UWC is an accessible, representative, and trained body established to fairly and expeditiously address formal complaints of sexual misconduct. UWC staff members can answer inquiries about procedures and the University sexual misconduct policy. In cases where formal resolution is sought, investigations are conducted by professional, impartial investigators.

Yale Police Department
101 Ashmun Street
203.432.4400 (24/7 availability)
<https://your.yale.edu/community/public-safety/yale-police-department>

The Yale Police Department (YPD) operates 24/7 and is comprised of highly-trained, sworn police officers, including a Sensitive Crimes & Support Coordinator. The YPD has the capacity to perform full criminal investigations. In addition, the YPD can provide information on available victims' assistance services, safety planning, and other related issues. The YPD works closely with the New Haven Police Department, the New Haven State's Attorney, the SHARE Center, the University's Title IX Coordinators, and various other departments within the University.

Contact information for additional resources is provided at the end of this guide.



**These resources are available to you
even when you are away
from campus**



Would you like to get involved in
Yale's prevention efforts?
Please visit smr.yale.edu/get-involved

Preventing sexual misconduct is a community-wide effort. Everyone has a role to play in making our campus safer and more respectful.

General Strategies

- **Trust your instincts.** If there are elements of an environment that feel uncomfortable, trust your instincts and seek help. Call on friends, colleagues, and other allies, including SHARE, Title IX Coordinators, supervisors, deans, and professors, to support you.
- **Look out for people around you.** Simply stepping in to act when you see a troubling situation can make a big difference. If you see something that causes you concern—even if you're not sure—check in and seek help, if necessary. SHARE, Title IX Coordinators, and/or the Yale Police can always guide you on how to help.
- **Respond to even minor issues.** Serious situations can often be averted by responding at the first sign of trouble. SHARE, Title IX Coordinators, and the Yale Police are always available to discuss any incident, no matter how big or small. If you are in a position of authority, you are responsible for establishing and maintaining a respectful environment. If you are a supervisor, you must report any sexual misconduct that comes to your attention to a Title IX Coordinator. For more information about responding, read *Bystander Intervention* on page 11.

- **Take sexual pressure seriously.** Many sexual assaults begin with low-level sexual pressure. Though sexual pressure and disregard don't always lead to assault, you deserve to have your boundaries respected, not pushed.
- **Communicate with your sexual and romantic partners.** Open discussion of desires and limits is a critical part of building a positive sexual culture. Take any signs of reluctance, refusal, or inability to consent including nonverbal signs, very seriously. If the signs are ambiguous, be sure to stop and check in or ask questions. In general, it's easy to tell if someone is enthusiastic about an encounter or not.
- **Be alert to patterns, not just isolated actions.** Sometimes, sexual misconduct can take the form of patterns of behaviors that might not be concerning in isolation, but that together constitute a problem. Take repeated disrespect, intimidation, and threats seriously, even if they seem small alone. Stalking can sometimes seem merely annoying or even flattering, but its intrusive nature must be taken seriously, whether it is online or in person. In cases of intimate partner violence (IPV), be on the lookout for patterns of isolation, control, and intimidation.
- **Be a role model.** A community free from sexual misconduct requires effort from all of us. Engage respectfully with your peers and colleagues, and think carefully about how words or actions that may seem insignificant to you could hurt someone else. Set high standards for your community and model the behavior you expect.
- **Be safe.** In an emergency, you should always call 911. If you need to make a longer-term plan for your safety, SHARE, Title IX Coordinators, and the Yale Police can help.

Bystander Intervention

Sexual violence is often enabled by cultural patterns of disrespect and pressure—patterns that let aggression pass unchecked. However, you can interrupt these patterns. Interventions don't have to be large or dramatic. Small interventions—asking a friend to leave a party with you, redirecting a conversation with a joke, or acting as a third wheel—are very effective.

Steps to Action:

- **Pay attention: be alert to things that make you uncomfortable.** In particular, look out for signs of sexual pressure, unwanted attention, disrespect, extreme drunkenness, or signs of fear and confusion. Keep an eye on anything worrying; don't ignore “little” things.
- **Decide: should someone intervene?** Does the situation seem to be making someone uncomfortable? Does someone need help? If

you can, check in with whomever you're aiming to help—but if you can't, trust your instincts.

- **Make a plan: fit your intervention to the situation.** Determine who is in the best position to act. You can call on friends, allies, hosts, and authority figures, or you can do something yourself. When's the best moment? Now? Later? Be creative and strategic.
- **Make it happen: follow your plan, and be ready to get help if you need it.** Look for allies and be alert to others trying to help. Start with the smallest possible intervention. Act even if you feel awkward or nervous.

Techniques to Try:

- **De-escalate:** Change the topic. Don't laugh at inappropriate jokes. Shift the focus away from the problem.
- **Offer help:** Signal your concern and willingness to act. It's okay if you are turned down at first or altogether: simply offering to help can change the dynamics.
- **Slow things down:** If a situation seems troubling, give people time to extricate themselves, if that's what they want.
- **Disrupt the situation:** Intrude. Make a joke. Change the topic. Spill something. Be a third wheel.

- **Name the problem:** Acknowledging that there are troubling dynamics at play can go a long way.
- **Check in again later:** Some situations may require ongoing intervention. Consider checking in later with the person you helped to see how they are doing.
- **Above all — be safe and remember that small interventions can be effective.** Act early, act often, but if you think you are in danger, step back and get help.

Don't Forget to Get Support for Yourself

Intervening in a situation can bring up challenging emotions or evoke past experiences for you. Therefore, it may be helpful to speak with friends, family, or loved ones, or to consult with a SHARE Counselor about your experience.



Communication and Consent Educators (CCEs)

Yale College

yale.edu/cce

cce@yale.edu, [facebook.com/yalecces](https://www.facebook.com/yalecces)

[@yalecces](https://www.instagram.com/yalecces)

The CCEs are a diverse group of undergraduates who work together to foster a more positive sexual and social climate on the Yale College campus. The CCEs aim to end sexual violence by transforming our community into one where respect, mutuality, and mindfulness are the norm. A safe campus is critically important, but the CCEs aim higher: for Yale to be a place where everyone can thrive.

Through workshops, trainings, and conversations, the CCEs help students identify troubling dynamics, develop skills for effective interventions, and work on strategies for preventing patterns of negative

behavior. CCE teams often collaborate with other student groups to change the campus environment, reimagining traditional events and practices to maximize opportunities for our ideals to flourish.

CCEs run workshops for all first-years and sophomores on consent and bystander intervention. They also offer a variety of workshops for juniors and seniors as well as community-building workshops for student groups that focus on strengthening core values. Most of their work, though, takes place within their own communities and residential colleges. The CCEs are always happy to collaborate with student groups, so get in touch with your college CCEs if you have ideas.

Know Your Options

Sexual assault, harassment, and other forms of sexual misconduct can have profound impacts on personal, professional, and academic life. If you have experienced sexual misconduct of any kind, the University urges you to take action to seek the



help and support that you need, which may include making a report and pursuing disciplinary and criminal sanctions. The decision of how to proceed is left up to you, unless the situation involves an immediate or ongoing risk to your safety or the safety of the community. In these rare instances, a Title IX Coordinator will discuss these safety concerns with you and the actions the University intends to take to address them.

Individual experiences of sexual misconduct vary widely, as do people's needs. At Yale, you have choices about what to do and when – and people who can explain the options, answer your questions, and support you along the way.

Steps you should consider taking:

- **Get support.** You should not have to cope with this experience alone. There are many places to turn, but SHARE offers particular expertise. The SHARE staff can provide information and advocacy as well as support, all with strict confidentiality. SHARE can also help you take any of the steps below. You may contact SHARE 24/7 at 203.432.2000.
- **Seek medical treatment.** If you have experienced physical or sexual violence, it's important to get care as soon as possible. Even if you feel okay, you may be injured or at risk of contracting a sexually transmitted infection or becoming pregnant. If you were sexually assaulted within the past 120 hours, you should strongly consider

having physical forensic evidence collected at the time of your medical examination. SHARE will coordinate with the hospital emergency room to make arrangements and guide you through this process.

- **Collect and preserve evidence.** Prompt collection of physical forensic evidence can be helpful. Other pieces of evidence are also important to save. Voicemails, emails, and text messages, for example, can be important if you decide to pursue a disciplinary or criminal complaint. Even if you don't initially plan to pursue a complaint, it is good to keep those options open by retaining evidence. SHARE can help you work with the Title IX Coordinators and/or the police to identify evidence collection processes if this is something you choose to do.
- **Report the incident.** If you have experienced (or learned about) sexual misconduct involving a member of the Yale community, you may report to any Title IX Coordinator, the UWC, or the Yale Police (see the Resources section for contact information). By reporting the incident, you alert the University and enable administrators to respond appropriately both to your case and to broader patterns of concerning behavior. Reporting also allows you to discuss your options and gives you immediate access to various accommodations. Making a report does not ordinarily commit you to pursuing a complaint.

- **Pursue a complaint.** Individuals come to the complaint process with different needs and goals, so it is important that there is a range of options for pursuing a complaint. Title IX Coordinators, the UWC, and the YPD work hard, along with SHARE, to streamline and coordinate complaint processes, so it does not matter where you begin. The options are not mutually exclusive; you can pursue any or all of them as you wish. You will always be part of the decision-making process and the choices regarding whether or how to proceed are generally up to you (except in the rare event of an immediate or ongoing risk to your safety or the safety of the community).

See pages 16-17 for more details on reporting and complaint processes. These details are also available at smryale.edu.

- **Continue to get support.** Support can come in many forms, be it from friends, family, or professionals. You may reach out at any time to one of Yale's mental health counselors, SHARE counselors, chaplains, or Title IX Coordinators.

Seeking Accommodations and Supportive Measures

If you have experienced sexual misconduct, there are steps the University can take to address the impacts from the incident, decrease the chance of recurrence, and provide a safe educational and work environment. Many steps can be taken regardless

of whether you choose to pursue a formal complaint. Title IX Coordinators are available to coordinate accommodations and other supportive measures; SHARE, the YPD, and Human Resources may be involved too. As always, your privacy will be safeguarded as these arrangements are made. The steps taken will be determined on a case-by-case basis, in response to your needs, the nature of the incident, and other factors, including the need to ensure individual and community safety. Measures can include no contact orders, residential reassignments, and changes to employment or academic assignments.

Pursuing a Complaint

Complaints may be pursued with the Title IX Coordinators, the University-Wide Committee on Sexual Misconduct, and the Yale Police—who receive annual and ongoing training on relevant laws, regulations, and disciplinary codes; the dynamics and patterns of sexual misconduct; the importance of confidentiality, fair process, and impartiality; safety considerations when determining interim measures; and appropriate disciplinary sanctions. In the absence of an immediate or ongoing risk to individual or community safety, you may decide which among the available options you wish to pursue. These options are not mutually exclusive. Whichever path(s) you choose, you may have an advisor of your choice present at every stage. Respondents may also have an advisor of their choice. All proceedings are designed to be fair, prompt, and impartial.

- **Title IX Coordinators**

Title IX Coordinators are senior administrators and faculty to whom students, faculty, and staff may go when they have questions or would like to make a report concerning issues of sexual misconduct or gender-based discrimination. Title IX Coordinators are available for community members to bring their concerns and questions—no matter how big or small—about a specific incident or the campus sexual climate in general.

When you contact a Title IX Coordinator you can choose what information you would like to share with the Coordinator. You and the Coordinator can work to address immediate needs, especially safety, emotional well-being, and professional and academic concerns. (See “Seeking Accommodations and Supportive Measures” on page 15 for more information.) Title IX Coordinators can also assist in resolving complaints. Title IX Coordinators do not conduct formal hearings; they will however, work with the complainant and the respondent to achieve the resolution of a complaint. Title IX Coordinators may also help connect the complainant or the respondent, when requested, to the SHARE Center, the University-Wide Committee on Sexual Misconduct, or the Yale Police.

You can contact any Coordinator at any time by email or phone. You can find contact information for all of the University’s Title IX Coordinators on page 31 of this booklet or online at provost.yale.edu/title-ix/coordinators.

Concerns about Disciplinary Consequences for Alcohol or Drug Use

The University recognizes that students who have been using alcohol and/or drugs may be hesitant to report incidents of sexual misconduct due to the fear of potential consequences for their own conduct. Therefore, any student who reports in good faith that they witnessed or were the victim of sexual misconduct will not face disciplinary charges for being under the influence of alcohol or prohibited substances at the time of the incident.

- **University-Wide Committee on Sexual Misconduct**

As the disciplinary board for addressing formal complaints of sexual misconduct, the University-Wide Committee on Sexual Misconduct uses an impartial investigator to gather evidence and then holds a hearing to determine whether a violation of University policy has occurred, based on the “preponderance of the evidence” standard (i.e., if it is more likely than not that such a violation occurred). Advisers may accompany the complainant and respondent for support at every stage. Normally, the formal complaint process takes about 100 days. The UWC may extend the process for good cause such as illness, holidays, the absence of parties or witnesses from campus, a concurrent criminal investigation, the complexity of the allegations, or the competing demands of other cases. UWC sanctions can include mandated

training, reprimand, probation, suspension, and termination/expulsion.

The full UWC procedures are available online at uwc.yale.edu.

Concerns About Disciplinary Consequences Related to Violations of the Yale Community Compact

Any student who reports in good faith that they witnessed or were the victim of sexual misconduct will not face disciplinary charges for failing to abide by the COVID-19 health and safety requirements of the Yale Community Compact at the time of the incident. This provision does not prevent the University from taking appropriate non-disciplinary actions (e.g., contact tracing) to protect the health and safety of the community.

- **Yale Police Department**

The Yale Police Department has sworn police officers with full powers of law enforcement and arrest who receive advanced training in crimes of interpersonal violence. They can assist in determining whether the conduct experienced was criminal in nature and launch an investigation accordingly. If an incident occurs outside the YPD’s jurisdiction, the YPD can assist in contacting the appropriate alternative law enforcement agency. Criminal proceedings use “beyond a reasonable doubt” as the standard of evidence.

Understanding Confidentiality

Privacy concerns are often at the forefront when someone has experienced sexual misconduct. It is useful to know the confidentiality that individuals can expect from each of the University resources. University officials are trained in the importance of confidentiality and the protocols for maintaining that confidentiality.

Information you share with SHARE counselors, healthcare providers, and chaplains

When consulted in their professional capacities, SHARE counselors, healthcare providers (including mental health practitioners), and chaplains will not reveal any information you share without your explicit permission except in rare circumstances where your or another person's health and safety is at imminent risk.

Information you share with the Title IX Coordinators

Title IX Coordinators will not share identifying information with anyone beyond the Title IX office without your permission, except in the rare event of an immediate or ongoing risk to your safety or community safety. In cases of sexual assault or other criminal conduct, Title IX Coordinators will share nonidentifying details about the incident with the Yale Police Department for statistical purposes (as required by the federal Clery Act), and will advise you about the resources and assistance that the police can provide.

Title IX Coordinators will work with you to address your immediate concerns, connect you with appropriate

resources, review the complaint options (formal, informal, criminal) available for further action, and help facilitate those actions at your request. Many actions and accommodations can be taken or made while protecting your identity. Some accommodations may require the Title IX Coordinator to work with other University personnel (e.g., deans, Human Resources, housing staff), but they will only be pursued with your permission.

You may ask that a complaint be pursued without revealing your name or other identifying details. Your request will be accommodated to the extent possible, but an anonymous complaint on its own cannot be the basis for disciplinary action. In situations where a confidentiality request limits an investigation or prevents the University from taking disciplinary action, the University will take other reasonable steps to minimize the effects of the reported misconduct and to prevent its recurrence. In the rare event of an immediate or ongoing risk, the University may need to take additional action to protect your safety and the safety of others.

Information you share with the University-Wide Committee on Sexual Misconduct (UWC)

UWC members, investigators and appellate decision makers observe strict confidentiality with respect to all information they receive about a case. The UWC will provide a brief summary of each formal complaint to the Title IX office, including the findings made and any sanctions, if any, or other actions required by the UWC.

Information you share with the Yale Police Department (YPD)

The Yale Police Department offers confidential consultations regarding possible criminal investigations. Ordinarily, the decision about whether to press criminal charges is up to you. In cases of sexual misconduct, the YPD will provide the Title IX office with a case summary, and will advise you about the resources and assistance the University can provide.

“Messages from the Chief”

Under the federal Clery Act, the University is responsible for issuing “timely warnings,” also known as “Messages from the Chief,” in response to some reports. Only specific crimes require a timely warning; the crime must have occurred within the officially designated campus area and there must be a serious or ongoing risk to the community. If you report an incident that meets these criteria, a message will be sent out from the Chief of Police. The warning message will contain a brief description of the crime and may indicate the location where the incident occurred. It will not include any information that would identify you or other individuals involved.

Information you share with individuals with reporting responsibilities

Certain individuals on campus have a responsibility to report allegations of sexual misconduct to a Title IX Coordinator. These individuals include all faculty, certain administrators, UWC members, and

students in official roles such as Communication and Consent Educators (CCEs), Peer Liaisons, and First-Year Counselors. When a Title IX Coordinator receives information about an incident of sexual misconduct, they may reach out to you to assess the situation and to offer you options and accommodations.

Some individuals, known as Campus Security Authorities (CSAs) under the federal Clery Act, also have a responsibility to report allegations of sexual misconduct to the Yale Police Department without including identifying details. A CSA is defined by law as a member of the campus police/public safety and security, any individual who has responsibility for campus security or an individual who has significant responsibility for student and campus activities.

Publications

The University issues regular publications—such as the semi-annual *Report of Complaints of Sexual Misconduct* and the annual *Campus Safety Report*—to inform the community and the public in general about complaints of sexual misconduct brought to the University’s attention. These reports are written with great care to preserve the privacy of the individuals involved by omitting names and providing only minimal descriptions or statistical summaries.

The following summary of federal and state laws related to sexual misconduct is provided for reference only. For the most up-to-date Yale policies and definitions, please see the Sexual Misconduct Response and Prevention website at smryale.edu.

Title IX Sexual Misconduct¹

The following definitions will apply to allegations of misconduct addressed under Section 4 of the Procedures of the University-Wide Committee on Sexual Misconduct (<http://uwc.yale.edu/policies-and-procedures>):

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 or the UWC.

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

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.

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 youth² 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.

² For purposes of this definition, the term “youth” means a person who is 11 to 24 years old.

Title IX of the Education Amendments of 1972 (20 USC § 1681)

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under

any education program or activity receiving Federal financial assistance.

Connecticut General Statutes 10a-55m through 10a-55q

Connecticut laws on campus policies and procedures regarding sexual assault, stalking, and intimate partner violence.

20 U.S.C 1092(f)

Code as amended by the Campus SaVE Act of 2013.

Sexual Assault

Federal Definition

34 U.S.C. § 12291. The term “sexual assault” means any nonconsensual sexual act proscribed by Federal, tribal, or State law, including when the victim lacks capacity to consent.

20 U.S.C. § 1092. The term “sexual assault” means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Sex Offenses Definitions From the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program

Sex Offenses—Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.



A. Rape—The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

B. Sodomy—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

C. Sexual Assault With An Object—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

D. Fondling—The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental and physical incapacity.

Sex Offenses—Nonforcible Unlawful, nonforcible sexual intercourse.

A. Incest—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

B. Statutory Rape—Nonforcible sexual intercourse with a person who is under the statutory age of consent.

Connecticut Definition

C.G.S. § 53a-70. Sexual assault in the first degree: Class B or A felony. (a) A person is guilty of sexual assault in the first degree when such person (1) compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person, or (2) engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person, or (3) commits sexual assault in the second degree as provided in section 53a-71 and in the commission of such offense is aided by two or more other persons actually present, or (4) engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse.

C.G.S. § 53a-70a. Aggravated sexual assault in the first degree: Class B or A felony. (a) A person is guilty of aggravated sexual assault in the first degree when such person commits sexual assault in the first degree as provided in section 53a-70, and in the commission of such offense (1) such person uses or is armed with and threatens the use of or displays or represents by such person's words or conduct that such person possesses a deadly weapon, (2) with intent to disfigure the victim seriously and permanently, or to destroy, amputate or disable permanently a member or organ of the victim's body, such person causes such injury to such victim, (3) under circumstances evincing an extreme indifference to human life such person recklessly engages in conduct which creates a risk of death to the victim, and thereby causes serious physical injury to such victim, or (4) such person is aided by two or more other persons actually present. No person shall be convicted of sexual assault in the first degree and aggravated sexual assault in the first degree upon the same transaction but such person may be charged and prosecuted for both such offenses upon the same information.

C.G.S. § 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired

because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen

years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

C.G.S. § 53a-72a. Sexual assault in the third degree: Class D or C felony. (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical injury to himself or herself or a third person, or (2) engages in sexual intercourse with another person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

C.G.S. § 53a-72b. Sexual assault in the third degree with a firearm: Class C or B felony. (a) A person is guilty of sexual assault in the third degree with a firearm when such person commits sexual assault in the third degree as provided in section 53a-72a, and in the commission of such offense, such person uses

or is armed with and threatens the use of or displays or represents by such person's words or conduct that such person possesses a pistol, revolver, machine gun, rifle, shotgun or other firearm. No person shall be convicted of sexual assault in the third degree and sexual assault in the third degree with a firearm upon the same transaction but such person may be charged and prosecuted for both such offenses upon the same information.

C.G.S. § 53a-73a. Sexual assault in the fourth degree: Class A misdemeanor or class D felony. (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally incapacitated or impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person's guardian or otherwise responsible for the general supervision of such other person's welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual contact without such other person's consent; or (3) such person engages in sexual contact with

an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and (B) such other person is

under eighteen years of age; or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

Sexual Harassment

Federal Definition

34 C.F.R § 106.30. Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
- (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Connecticut Definition

C.G.S. Sec. § 46a-60. Discriminatory employment practices prohibited. (b) It shall be a discriminatory practice in violation of this section:

(8) For an employer, by the employer or the employer’s agent, for an employment agency, by itself or its agent, or for any labor organization, by itself or its agent, to harass any employee, person seeking employment or member on the basis of sex or gender identity or expression. “Sexual harassment” shall, for the purposes of this subdivision, be defined as any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (A) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (C) such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.

Intimate Partner Violence

Federal Definition

34 U.S.C. § 12291. (8) The term “domestic violence” includes felony or misdemeanor crimes of violence 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 the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction...

(10) The term “dating violence” means violence committed by a person—

(A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and

(B) where the existence of such a relationship shall be determined based on a consideration of the following factors:

- (i) The length of the relationship.
- (ii) The type of relationship.
- (iii) The frequency of interaction between the persons involved in the relationship.

Connecticut Definition

C.G.S. § 10a-55m. “Intimate partner violence” means any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a,

stalking under section 53a-181c, 53a-181d or 53a-181e, or family violence as designated under section 46b-38h.

Stalking

Federal Definition

34 U.S.C. § 12291. The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to--

- (A) fear for his or her safety or the safety of others; or
- (B) suffer substantial emotional distress.

Connecticut Definition

C.G.S. § 53a-181c. Stalking in the first degree: Class D felony. (a) A person is guilty of stalking in the first degree when such person commits stalking in the second degree as provided in section 53a-181d and (1) such person has previously been convicted of a violation of section 53a-181d, or (2) such conduct violates a court order in effect at the time of the offense, or (3) the other person is under sixteen years of age.

C.G.S. § 53a-181d. Stalking in the second degree: Class A misdemeanor. (a) For the purposes of this section, “course of conduct” means two or more acts, including, but not limited to, acts in which a person directly, indirectly or through a third party, by any action, method, device or means, including, but not limited to, electronic or social media, (1) follows, lies in wait for, monitors, observes, surveils, threatens,

harasses, communicates with or sends unwanted gifts to, a person, or (2) interferes with a person’s property, and “emotional distress” means significant mental or psychological suffering or distress that may or may not require medical or other professional treatment or counseling. (b) A person is guilty of stalking in the second degree when:

- (1) Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for such person’s physical safety or the physical safety of a third person, or (B) suffer emotional distress; or
- (2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person’s employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person’s place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.

C.G.S. § 53a-181e. Stalking in the third degree: Class B misdemeanor. (a) A person is guilty of stalking in the third degree when such person recklessly causes another person to reasonably (1) fear for his or her physical safety, or (2) suffer emotional distress, as defined in section 53a-181d, by willfully and repeatedly following or lying in wait for such other person.

C.G.S. § 53a-181f. Electronic stalking: Class B misdemeanor. (a) A person is guilty of electronic stalking when such person recklessly causes another person to reasonably fear for his or her physical safety by wilfully and repeatedly using a global positioning system or similar electronic monitoring system to remotely determine or track the position or movement of such other person.



See inside front cover for primary resources

Yale Resources

Communication & Consent Educators

are a large, diverse group of undergraduates working together to foster a more positive sexual and social climate in Yale College.
cce.yalecollege.yale.edu

Counseling and Support Services

is a free, confidential program provided to employees and their families by Magellan Health Services.
1.800.327.9240

Human Resource Generalists

can assist staff with matters related to policy, administration and employee relations.
youryale.edu/work-yale/support/human-resources-generalists

Mental Health & Counseling

provides care related to the psychological concerns of undergraduate, graduate, and professional school students.
203.432.0290

Office of Institutional Equity and Access can assist with concerns related to affirmative action, equal opportunity, sexual harassment, racial harassment, or fairness in admissions or employment at Yale.

203.432.0849
oiea@yale.edu

Office of International Students and Scholars

serves as a resource on immigration matters and is Yale's liaison to the U.S. federal agencies that are concerned with matters related to international students and scholars studying and working at Yale.
203.432.2305
oiss.yale.edu

Office of LGBTQ Resources

provides education, outreach, and support around sexual orientation and gender identity.
203.432.0309
lgbtq.yale.edu

Office for Women in Medicine

promotes the academic growth of women in medicine and medical sciences.
203.737.4680
medicine.yale.edu/owm

Student Accessibility Services

facilitates individual accommodations for all students with disabilities.
203.432.2324
sas.yale.edu

University Chaplain's Office provides confidential pastoral care to individuals in the Yale community.
203.432.1128
chaplain.yale.edu

Resources Beyond Yale

Women and Families Center

offers support services and support groups for survivors of sexual violence and their loved ones.
203.389.5010
www.womenfamilies.org

RAINN Hotline

is the nation's largest anti-sexual assault organization.
1.800.656.4673 (hotline)
www.rainn.org

The Umbrella Center for Domestic Violence Services

provides services for victims and their children.
203.736.9944
bhcare.org/page/22595-The-Umbrella-Center-for-Domestic-Violence-Services

New Haven Legal Assistance Association

provides services to those otherwise unable to obtain legal counsel.
203.946.4811
nhlegal.org

New Haven Police Department

works closely with the Yale Police.
203.946.6333
www.newhavenct.gov/gov/depts/nhpd

UNIVERSITY TITLE IX COORDINATORS

The Title IX Coordinator in your school or unit may be best able to help you. However, you may contact any of the Title IX Coordinators. See page 8 for more information about the role of a Title IX Coordinator.

University Title IX Coordinator

Stephanie Spangler, Vice Provost for Health Affairs and Academic Integrity
stephanie.spangler@yale.edu
203.432.6854

Senior Deputy Title IX Coordinators

Valarie Stanley, Director, Office of Institutional Equity and Access
valarie.stanley@yale.edu
203.432.0849

Jason Killheffer, Assistant Provost for Academic Integrity
jason.killheffer@yale.edu
203.432.6854

Deputy Title IX Coordinators

For Faculty and Staff

Jamaal Thomas, Senior Representative for the Office of Institutional Equity and Access
jamaal.thomas@yale.edu
203.432.0852

Yale College

Ksenia Sidorenko, Deputy Title IX Coordinator
ksenia.sidorenko@yale.edu
203.432.3864

School of Architecture

Tanial Lowe, Assistant Dean of Student Affairs
tanial.lowe@yale.edu
203.432.1023

School of Art

Sandra Burns, Lecturer in Art
sandra.burns@yale.edu
203.764.0477

Graduate School of Arts and Sciences

Michelle Nearon, Associate Dean and Director of the Office for Graduate Student Development and Diversity
michelle.nearon@yale.edu
203.432.1301

Danica Fisher, Assistant Dean for Diversity
danica.fisher@yale.edu
203.436.4171

Divinity School

Alison Cunningham, Director of Professional Formation
alison.cunningham@yale.edu
203.432.5330

School of Drama

Chantal Rodriguez, Associate Dean
chantal.rodriguez@yale.edu
203.432.4781

School of Engineering and Applied Science

Vince Wilczynski, Deputy Dean
vincent.wilczynski@yale.edu
203.432.4221

School of the Environment

Sean Bogle, Assistant Dean of Student Affairs
sean.bogle@yale.edu
203.432.6286

Alyssa Pereira, Assistant Director of Student Affairs
alyssa.pereira@yale.edu
203.432.4247

Law School

Ellen Cosgrove, Associate Dean
ellen.cosgrove@yale.edu
203.432.7646

School of Management

Rebecca Udler, Director of Academic Affairs and Student Life
rebecca.udler@yale.edu
203.432.7501

School of Medicine

Cindy Crusto, Associate Professor and Assistant Chair for Diversity in Psychiatry
cindy.crusto@yale.edu
203.789.7645

Rosemarie Fisher, Professor Emeritus and Director for Resident/Fellow Well-being
rosemarie.fisher@yale.edu
203.688.1449

Darin Latimore, Deputy Dean and Chief Diversity Officer
darin.latimore@yale.edu
203.785.6896

Jessica Wilen, Assistant Professor, Director of Professional Standards
jessica.wilen@yale.edu
203.737.4160

School of Music

Stefanie Parkyn, Chief of Staff
stefanie.parkyn@yale.edu
203.432.4160

School of Nursing

Lois Sadler, Professor
lois.sadler@yale.edu
203.737.2561

School of Public Health

Melinda Pettigrew, Professor and Senior Associate Dean of Academic Affairs
melinda.pettigrew@yale.edu
203.737.7667

For the most up to date contact information for the Title IX Coordinators, visit provost.yale.edu/title-ix/coordinators



Yale

REV. 1/21

**Not sure who to call?
Contact SHARE
203.432.2000**