

Yale University

Report of Complaints of Sexual Misconduct

Brought forward from July 1, 2012 through December 31, 2012

Introduction

This Report is the third semi-annual report to the Yale community about complaints of sexual misconduct brought to the attention of University officials and the actions taken by the University to address those complaints. More specifically, this Report presents information about complaints brought forward between July 1, 2012 and December 31, 2012, as well as updates pertaining to certain cases presented in prior reports.

As with prior reports, the complaints in this Report are presented both as individual, descriptive summaries and in an aggregate, statistical format. More detailed information about the composition of the Report is presented below.

This Report, like its predecessors, is intended to inform the community in general terms regarding issues of sexual misconduct, to raise awareness of the procedures to address complaints of sexual misconduct, and to engage community members in efforts to prevent sexual misconduct and promote a campus culture of respect and responsibility. The Report is not intended to provide a public forum for discussion of specific cases, and the descriptions are composed to protect the privacy of the individuals involved. Accordingly, while the Report should provide useful general information, it cannot fully capture the complexity of the complaints, which span the wide variety of behaviors encompassed in the University's definition of sexual misconduct (<http://smr.yale.edu/definitions-sexual-misconduct-consent-and-harassment>).

I continue to receive many thoughtful comments and insightful questions regarding the semi-annual reports and the University's procedures for addressing complaints. I have also received a wealth of important information through last fall's campus climate assessment, the highlights of which I will share with the community later this semester. This feedback and the community's growing and active engagement on issues relating to sexual misconduct have provided invaluable support and direction for our efforts to build a culture of respect and responsibility.

I hope you will continue to share your questions and suggestions regarding these reports and the University's programs relating to sexual misconduct. You may direct your comments to Stephanie Spangler, M.D., Deputy Provost for Health Affairs and Academic Integrity, at [TitleIX@yale.edu](mailto:TitleIX@yale.edu).

Stephanie S. Spangler

January 31, 2013

## Descriptive Summaries of Complaints

The descriptive summaries are organized in tables below according to the office or committee that reviewed and addressed the complaints, i.e., the University-Wide Committee on Sexual Misconduct (UWC), the Title IX Coordinators, the Yale Police Department, and Human Resources. In the tables, complainants and respondents are described by their University affiliations. The complainant, in most cases, is the individual who brought the complaint. In cases where a third party made the report, the complainant is the individual who is alleged to have been harmed or affected by the conduct. The respondent is the individual(s) against whom the complaint has been brought. In some cases, the complainant or the respondent is designated as “Unknown” because neither the individual’s identity nor his or her University affiliation could be determined.

The UWC tables separately show “formal complaints,” complaints pursued through “informal resolution,” and inquiries brought to the UWC for which no decision regarding further action has been made. The UWC formal process involves an investigation by an external professional fact-finder, a full hearing and possible disciplinary sanctions. Informal resolution through the UWC does not include extensive investigation or formal findings; its goal is to achieve a resolution that is desired by the complainant and acceptable to the respondent, and to counsel and educate the parties (note, however, that the University does not allow face-to-face mediation in cases alleging sexual violence). The choice of an informal process does not imply the matter is less serious than those matters pursued through formal processes, nor does it preclude the complainant from bringing a formal complaint at a later date, subject to time limits under the UWC procedures.

The Title IX Coordinator table shows complaints brought to the University’s Title IX Coordinator and Deputy Title IX Coordinators. The Title IX/Deputy Coordinators do not conduct formal hearings but may investigate complaints and work with the complainant, the respondent, and, where appropriate, the respondent’s supervisor to achieve a resolution of the complaint.

The Yale Police Department and Human Resources tables show cases brought to those departments and addressed according to the each department’s procedures.

Although each complaint is described in only one table of this report, the offices/committee discussed above routinely collaborate and coordinate their activities to ensure that complaints are resolved promptly and equitably.

Many in our community, including individuals who have experienced these harms, have requested that the University provide alternatives to the formal complaint option. They have underscored that choice of and control over the process, whenever possible, is often an important element in helping those affected regain their sense of well-being. Consequently, the University generally offers several options to complainants. Only in rare circumstances, because of risks to the safety of individuals and/or the community, will the University be required to bring matters to a formal hearing independently of the wishes of an individual complainant.

## Updates to cases previously reported

The complaints in this section, having previously been reported, are not included in the statistical summary at the end of this report.

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	<p>A YC student sought resolution of an informal complaint alleging that a male YC student had physically and verbally intimidated her. The Chair of the UWC and an administrator of the College counseled the respondent, who disputed the allegations. The Chair informed the female student of the options for pursuing her complaint and she has not pursued the matter at this time.</p> <p>Update: Complainant filed a formal complaint with the UWC. The UWC found sufficient evidence to support the allegations of physical and verbal intimidation. The respondent was given a written reprimand, was restricted from contacting the complainant, and was required to attend gender sensitivity training.</p>
Yale College Student	Yale College Student	<p>A YC student reported that a male YC student, whom she would not identify and with whom she had a relationship, had nonconsensual sex with her. A dean, in consultation with the Title IX Coordinator, informed the female student of the options for formal and informal resolution. The case is pending.</p> <p>Update: The Title IX Coordinator met with the complainant to review the options for formal and informal resolution and she declined to pursue the matter at this time.</p>
Graduate & Professional Student	Unknown	<p>A G&amp;P student filed a complaint alleging that an unknown male individual had exposed himself to her. The YPD investigation is pending.</p> <p>Update: The YPD investigated and was not able to identify the perpetrator. The case is closed.</p>

## University-Wide Committee on Sexual Misconduct

### *Formal Complaints*

The following complaints were pursued through formal resolution with the UWC. In every case, the complainant was provided information about all options, formal and informal, for review of his or her complaint as well as information regarding University resources. (see the [UWC Procedures](#) for more information)

<b>Complainant</b>	<b>Respondent</b>	<b>Description/Actions Taken</b>
Yale College Student	Yale College Student	A YC student brought a formal complaint charging a male YC student with acts of intimate partner violence against her. The case is pending.
Yale College Student	Yale College Student	A YC student brought a formal complaint charging that a male YC student had nonconsensual sex with her. The case is pending.
Graduate & Professional Student	Graduate & Professional Student	A Title IX Coordinator brought a formal complaint against a male G&P student charging him with acts of intimate partner violence against a female G&P student, and possible violations of other Graduate School conduct provisions. The UWC found sufficient evidence to support the allegations. The respondent was given a two-semester suspension, was restricted from contacting the complainant, and was required to attend sexual harassment training.

## University-Wide Committee on Sexual Misconduct

### *Complaints Pursued through Informal Resolution*

The following complaints were pursued through informal resolution with the UWC. In every case, the complainant was provided information about all options, formal and informal, for review of his or her complaint as well as information regarding University resources. In cases in which the complainant chose to pursue informal resolution, no formal hearing was held, and no determination as to the validity of the allegations was made. (see the [UWC Procedures](#) for more information)

<b>Complainant</b>	<b>Respondent</b>	<b>Description/Actions Taken</b>
Yale College Student	Yale College Student	A YC student sought resolution of an informal complaint alleging that a male YC student made unwanted sexual advances and physically restrained her. The respondent disputed the allegations. Nonetheless, the Chair of the UWC and a YC administrator counseled the respondent on appropriate conduct, and restricted the respondent from contacting the complainant.

## University-Wide Committee on Sexual Misconduct

Graduate & Professional Student	Graduate & Professional Student	A G&P student sought resolution of an informal complaint alleging that a male G&P student, with whom she previously had a relationship, had nonconsensual sex with her. The Chair of the UWC and the Title IX Coordinator informed the student of the options for pursuing her complaint and she declined to pursue the matter further at this time.
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## University-Wide Committee on Sexual Misconduct

### *Requests for Advice*

The following inquiries were brought to the UWC Chair. In every case, the complainant was provided information about all options, formal and informal, for review of his or her complaint and information regarding University resources. At the time of this report, the complainant remains in consultation with the Chair about options. (see the [UWC Procedures](#) for more information)

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A YC student reported that a male YC student had nonconsensual sex with her.
Yale College Student	Yale College Student	A YC student reported that two male YC students had nonconsensual sex with her.
Yale College Student	Yale College Student	A YC student reported that a male YC student had nonconsensual sex with her.

## Title IX Coordinators

The following are cases in which the complainant, having been informed of all options available, chose to pursue resolution with the Title IX Coordinator and without a formal hearing. In the descriptions below, the term "Title IX Coordinator" refers to the University Title IX Coordinator or a Deputy Title IX Coordinator. In addition to presenting options, the Title IX Coordinators routinely provide information about support resources such as the Sexual Harassment and Assault Response & Education center (SHARE). (see the [Title IX website](#) for more information)

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A female YC student reported that a male YC student made inappropriate comments of a sexual nature. The complainant requested confidentiality. A YC administrator, in consultation with the Title IX Coordinator, informed the complainant about the options for formal and informal resolution and she declined to pursue the matter at this time.

<b>Title IX Coordinators</b>		
Yale College Student	Yale College Student	A YC student reported that a male Yale College student made unwanted physical contact with her and inappropriate remarks to her. The Title IX Coordinator informed the complainant about the options for formal and informal resolution and she declined to pursue the matter at this time. Nonetheless, the Title IX Coordinator met with the respondent, counseled him on appropriate conduct and, additionally, referred him for alcohol counseling.
Yale College Student	Yale College Student	A YC student reported that a male YC student sexually harassed and stalked her. The Title IX Coordinator and a dean met with the respondent, who disputed the allegations. Nonetheless, the Title IX Coordinator counseled the respondent about appropriate conduct and restricted the respondent's contact with the complainant.
Yale College Student	Yale College Student	A YC student reported that a male YC student made inappropriate comments of a sexual nature to her and another female YC student. In addition, the complainant reported that the male YC student physically intimidated her. The case is pending.
Yale College Student	Yale College Student	A YC student reported that a male Yale College student made inappropriate remarks of a sexual nature to her. The Title IX Coordinator informed the complainant about the options for formal and informal resolution and she declined to pursue the matter at this time. Nonetheless, the Title IX Coordinator met with the respondent and counseled him on appropriate conduct.
Yale College Student	Yale College Student	A YC student reported that a male YC student had nonconsensual sex with her. The Title IX Coordinator and the Chair of the UWC informed the complainant about the options for formal and informal resolution and she declined to pursue the matter at this time. Nonetheless, the Title IX Coordinator met with the respondent and counseled him on appropriate conduct.
Yale College Student	Yale College Student	A YC student reported that a male YC student made inappropriate comments of a sexual nature to her and another female YC student. In addition, the complainant reported that the male YC student physically and verbally intimidated her. The case is pending.
Yale College Student	Staff	A YC student reported that a male staff member made inappropriate comments of a sexual nature to another staff member in a public setting. The Title IX Coordinator met with the respondent, who disputed the allegations. Nonetheless, the Title IX Coordinator counseled the respondent about appropriate conduct.

<b>Title IX Coordinators</b>		
Yale College Student	Faculty	A former student reported that a male faculty member made unwanted physical contact with him while he was a YC student. The Title IX Coordinator informed the complainant about the options for formal and informal resolution and he declined to pursue the matter at this time.
Yale College Student	Non-Yale	A YC administrator reported that a male former YC student had nonconsensual sex with a female YC student, with whom he previously had a relationship. The female student requested confidentiality. The administrator informed the complainant about the options available to her and she declined to pursue the matter at this time.
Graduate & Professional Student	Graduate & Professional Student	A third party reported that a female G&P student, whom he would not identify, was receiving unwanted sexual attention from a male G&P student. A dean and the Title IX Coordinator could not substantiate the allegations.
Graduate & Professional Student	Graduate & Professional Student	A G&P student reported that other G&P students made inappropriate comments of a sexual nature to her and other students. The case is pending.
Graduate & Professional Student	Graduate & Professional Student	A G&P student reported that a male G&P student, with whom she previously had a relationship, made inappropriate comments to others about her. The respondent acknowledged and apologized for the comments. The Title IX Coordinator informed the complainant about the options for formal and informal resolution and she declined to pursue the matter at this time.
Graduate & Professional Student	Staff	A G&P student reported that a male staff member made inappropriate comments of a sexual nature to her. The case is pending.
Graduate & Professional Student	Faculty	A third party reported that she heard that a male faculty member had engaged in a sexual relationship with a female Graduate & Professional student whom he supervised, in violation of the Policy on Teacher-Student Consensual Relations. An investigation by the Title IX Coordinator did not substantiate the allegations. Nonetheless, the Title IX Coordinator counseled the respondent about appropriate professional conduct.
Graduate & Professional Student	Faculty	An anonymous G&P student reported that a male affiliated faculty member made inappropriate remarks of a sexual nature. The case is pending.
Graduate & Professional Student	Faculty	G&P students reported that a male faculty member sexually harassed them and other female G&P students. The case is pending.

<b>Title IX Coordinators</b>		
Graduate & Professional Student	Faculty	G&P students reported that a male faculty member engaged in a personal relationship with a female faculty member that created a hostile environment. The students requested confidentiality. The Title IX Coordinator informed the complainants about the options for formal and informal resolution and they declined to pursue the matter at this time. The case is pending.
Graduate & Professional Student	Non-Yale	An anonymous G&P student reported that a male non-Yale individual made inappropriate remarks of a sexual nature. The case is pending.
Graduate & Professional Student	Non-Yale	A G&P student reported that a male non-Yale individual stalked her and made inappropriate comments of a sexual nature to her. The Title IX Coordinator contacted the Yale Police Department (YPD), who investigated the matter. The YPD identified the individual and warned him not to have any further contact with the complainant.
Staff	Staff	A staff member reported that a male staff member made inappropriate comments of a sexual nature to her. The case is pending.
Staff	Staff	A staff member reported that a male staff member and female staff member engaged in a personal relationship that created a hostile work environment. An investigation overseen by the Title IX Coordinator did not substantiate the allegations.
Staff	Faculty	Staff members reported that a male faculty member engaged in a personal relationship with a female staff member that created a hostile work environment. An investigation by the Title IX Coordinator did not substantiate the allegations.
Staff	Faculty	A staff member reported that a male faculty member engaged in a sexual relationship with a female student whom he supervised while she was both an undergraduate and a Graduate & Professional student, in violation of the Policy on Teacher-Student Consensual Relations. The respondent admitted a violation of the consensual relations policy and accepted a one-year suspension without pay.
Faculty	Faculty	An anonymous faculty member reported that the behavior of a male faculty member created a climate of sexual harassment. The case is pending.
Faculty	Non-Yale	A faculty member reported that a male contractor sexually harassed her. A dean substantiated the allegations. In light of the respondent's prior history of unprofessional conduct, the respondent's contract was terminated and he was advised to refrain from contacting the complainant.



<b>Title IX Coordinators</b>		
Non-Yale	Staff	A non-Yale contractor reported that a male staff member made unwanted physical contact with her and inappropriate remarks to her. An investigation overseen by the Title IX Coordinator substantiated the allegations. The respondent's supervisor issued a 5-day unpaid suspension, moved the respondent to a different work location, and required the respondent to complete training on sexual harassment and appropriate workplace conduct.
Unknown	Staff	An anonymous individual reported that a staff member engaged in unwanted touching of a sexual nature with students. An investigation by a Title IX Coordinator did not substantiate the allegations. Nonetheless, the Title IX Coordinator counseled the respondent and discussed the incident with the respondent's supervisor, who conducted training on sexual misconduct for the department.

<b>Yale Police Department</b>		
<p><i>During the reporting period, there were twelve contacts with the Yale Police Department (YPD) regarding possible sexual misconduct. In addition to actions taken by the YPD, five of these cases were referred to the UWC or a Title IX Coordinator for further investigation and resolution and summaries are included above in the UWC or Coordinator sections of this document. The cases handled solely by the YPD are described below. All reports of possible sexual misconduct made to the YPD were reviewed by the University Title IX Coordinator. In every case, the complainant was provided information about all options, formal and informal, for review of his or her complaint as well as information regarding University resources. (see the <a href="#">Yale Police website</a> for more information)</i></p>		
Yale College Student	Yale College Student	A YC student filed a complaint alleging that she received harassing communications from a male former student, with whom she previously had a relationship. The YPD investigated and notified the College. A YC administrator contacted the respondent and advised the respondent to refrain from contacting the complainant. The complainant elected not to press charges.
Staff	Non-Yale	Staff members filed complaints alleging that they received harassing communications of a sexual nature from a male non-Yale individual, with whom one of the complainants previously had a relationship. The YPD investigated and arrested the non-Yale individual. The YPD provided the complainants with information on safety and victim services.
Staff	Non-Yale	A staff member filed complaints alleging that, on multiple occasions, a male non-Yale individual, with whom she previously had a relationship, harassed and stalked her. The YPD investigated and arrested the non-Yale individual. The YPD provided the complainant with information on safety and victim services.

<b>Yale Police Department</b>		
Staff	Non-Yale	A staff member reported that she was concerned about potential stalking by a male non-Yale individual, with whom she previously had a relationship. The YPD provided the complainant with information on safety and victim services and, additionally, referred the complainant to her local law enforcement.
Staff	Non-Yale	A staff member reported that she received harassing communications at her off-campus residence from a male non-Yale individual, with whom she previously had a relationship. The YPD referred the complainant to her local law enforcement.
Non-Yale	Staff	A non-Yale individual filed a complaint alleging that a male staff member, with whom she previously had a relationship, sexually assaulted her. The YPD investigation is pending. In the meantime, the staff member's employment was terminated.
Non-Yale	Staff	A non-Yale individual reported that a male staff member, with whom she was in a relationship, was physically assaulting her. The YPD responded and arrested the staff member. The YPD provided the complainant with information on safety and victim services.

<b>Human Resources</b>
(see the <a href="#">Human Resources website</a> for more information)
<i>No complaints brought through the Human Resources grievance processes</i>

## Statistical Summary of Complaints

Brought forward from July 1, 2012 through December 31, 2012

The statistical summary shows the reported cases by the category of sexual misconduct that applies to the complainants' descriptions of complaints and sorts the cases by both the University affiliations of the complainants and the University affiliations of the respondents. It does not include the updated cases that had been presented and summarized in the previous reports. For complaints involving more than one allegation of sexual misconduct, the complaint is shown in the statistical summary only once. For example, a complaint that alleges both sexual harassment and sexual assault is classified as sexual assault.

<b>Complainant</b>	<b>Undergrad</b>	<b>G&amp;P</b>	<b>Staff</b>	<b>Postdoc</b>	<b>Faculty</b>	<b>Non-Yale</b>	<b>Unknown</b>
Sexual Harassment *	9	8	5		2	1	
Sexual Assault **	6	1				1	1
Other ***	2	3	3			1	

<b>Respondent</b>	<b>Undergrad</b>	<b>G&amp;P</b>	<b>Staff</b>	<b>Postdoc</b>	<b>Faculty</b>	<b>Non-Yale</b>	<b>Unknown</b>
Sexual Harassment *	7	3	5		6	4	
Sexual Assault **	5	1	2			1	
Other ***	2	1	1		2	3	

\* Sexual Harassment includes: unwanted sexual advances, inappropriate comments, threatening, intimidation, and harassment.

\*\* Sexual Assault includes: unwanted sexual contact, unwanted touching of a sexual nature, nonconsensual sex/rape. The sexual assault data in this report will not correspond to Yale's annual report required under the federal Clery Act because this report uses a more expansive definition of sexual assault and includes cases from a wider geographic jurisdiction than in the Clery report.

\*\*\* Other includes complaints that did not meet the definition of sexual harassment or sexual assault, e.g., intimate partner violence, stalking, and violation of the Policy on Teacher-Student Consensual Relations policy.