

Yale University

*Report of Complaints of Sexual Misconduct
Brought forward from January 1, 2014 through June 30, 2014*

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Introduction

This report presents information about complaints of sexual misconduct brought to the attention of University officials between January 1, 2014 and June 30, 2014. It is the sixth in a series of such semi-annual reports and one of a number of initiatives that the University has put in place to advance its commitment to eliminate sexual misconduct on our campus and to cultivate a culture of respect and responsibility.

Like its predecessors, this report is intended to inform the community about issues of sexual misconduct on our campus, to raise awareness of the procedures available to address complaints, and to engage the community in identifying and implementing effective means to address and to prevent sexual misconduct at Yale. While intended to be generally informative, this report must also protect the privacy of those involved in complaints and cannot serve as a forum for discussion or debate regarding specific cases.

The current report contains information about 64 complaints of sexual misconduct brought to the University's attention between January 1, 2014 and June 30, 2014, as well as updates on 7 complaints that were presented in previous semi-annual reports. A large number of new complaints were filed at the end of the reporting period and are designated as "pending" because they were in process at the time of this report; in certain cases, where designated, the review process has been delayed temporarily because one or more of the parties is unavailable during the summer recess.

Although our ability to infer statistical patterns using our current data is limited, it is notable that a larger number of complaints of sexual assault were brought forward during the current reporting period than during any of the previous five reporting periods (29 sexual assault complaints in the current reporting period versus a range of 4 to 14 complaints in previous periods). It is impossible to conclude whether this number reflects changes in the prevalence or in the reporting of sexual assault (which, by Yale's definition, is "any kind of nonconsensual sexual contact"). Regardless of the reasons for the increase in these complaints, we are encouraged that individuals are bringing them to the University's attention and utilizing the University's resources and review processes to address them. At the same time, we are mindful of the need to continue our efforts to develop a fuller understanding of the nature and prevalence of sexual misconduct at Yale and to fortify our actions to eliminate it.

The semi-annual reports have been quite effective in generating observations, questions, and, at times, concerns about the University's procedures and resources to address sexual misconduct. We use the feedback we receive about the semi-annual reports as well as ongoing input from members of the Yale community to guide our review and, where appropriate, our revisions of the University's programs and procedures and the ways we communicate about them. For example, in February 2014, in response to input from the community, and especially from the Title IX student advisory boards, we changed the formatting of the semi-annual report and embedded links to definitions and clarifying information; those enhancements have been maintained in the current report (more detailed information is provided below). More recently, we published a guide that consolidates, clearly and concisely, information about the University's resources, complaint procedures, and prevention programs (available at <http://smr.yale.edu>); the information in the guide also reflects recently enacted legislative requirements.

The ongoing, active engagement of the Yale community is essential to our efforts to create a safer and more respectful campus. I welcome your observations, questions, and suggestions about the report and any of our initiatives. You may contact me at titleix@yale.edu or schedule a meeting by calling 203-432-4446. Additionally, I would like to invite you to share your experiences and observations of the current sexual climate through our anonymous feedback form available at <http://provost.yale.edu/campus-climate-assessment-feedback>.

Stephanie S. Spangler

August 5, 2014

Guide to This Report

This report begins with a statistical summary of the complaints brought forward within this reporting period (January 1 – June 30, 2014). These statistics present the complaints by category of the misconduct, then by complainant and respondent and, in a change from previous reports, by the venue through which the complaint was primarily addressed. Descriptive summaries of individual complaints, grouped by venue, follow the statistics.

Frequently used terms are highlighted throughout this report with links to fuller descriptions (which also appear at the end of this report). A link to frequently asked questions about the report appears at the bottom of each page.

Statistical Summary of Complaintsⁱ

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (January 1 – June 30, 2014), regardless of when the alleged events occurred. The complaints of sexual misconduct are sorted in broad categories (e.g., sexual assault, intimate partner violence, sexual harassment) based on the complainant’s allegations. Complaints involving more than one allegation of sexual misconduct are listed only once. The complainant is the person who reported having experienced misconduct, or (in the case of third-party complaints) the person who is reported to have experienced it. The respondent is the person (or persons) alleged to have committed the misconduct.

Chart 1. Sexual Misconduct Complaints by Complainant Affiliation

		Complainant Affiliation								Total
		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	23	4	1	0	1	0	0	0	29
	Intimate Partner Violence	3	1	0	1	0	0	0	0	5
	Sexual Harassment	8	1	7	0	1	1	1	0	19
	Stalking	3	0	0	0	0	1	1	0	5
	Other	3	1	0	1	0	0	1	0	6
Total		40	7	8	2	2	2	3	0	64

Chart 2. Sexual Misconduct Complaints by Respondent Affiliation

		Respondent Affiliation								Total
		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	24	1	1	0	0	0	0	3	29
	Intimate Partner Violence	2	0	0	0	0	0	3	0	5
	Sexual Harassment	6	0	5	0	6	0	2	0	19
	Stalking	3	0	1	0	0	0	1	0	5
	Other	2	0	0	0	2	0	2	0	6
Total		37	1	7	0	8	0	8	3	64

ⁱ 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.

Chart 3. Sexual Misconduct Complaints by Venue

		Venue (Office or Committee that Addressed the Complaint)					Total
		UWC - Formal	UWC- Informal	Title IX Coordinator	YPD	HR	
Category of Sexual Misconduct Reported	Sexual Assault	11	7	8	3	0	29
	Intimate Partner Violence	0	0	0	5	0	5
	Sexual Harassment	1	3	14	1	0	19
	Stalking	0	2	0	3	0	5
	Other	1	0	3	2	0	6
	Total	13	12	25	14	0	64

In providing a range of options—including informal options—for pursuing complaints, the University seeks to meet the varied needs of potential complainants. Given the violating nature of sexual misconduct, it is important that those who have experienced it retain as much control as possible over the actions taken in response. Accordingly, whenever possible, it is the potential complainant who decides whether or not to pursue a complaint, and in what venue. In certain unusual circumstances, such as those involving risks of the safety of individuals and/or the community, the University will bring matters to a formal hearing independently of the wishes of an individual complainant. 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 choosing to bring a formal complaint at a later date.

Descriptive Summaries of Complaints

The descriptive summaries of complaints 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 (YPD), and Human Resources.

Although a complaint may be brought to multiple venues, each complaint is described only once in this report, based on where the majority of the actions taken occurred. The UWC, Title IX Coordinators, YPD, and Human Resources routinely collaborate and coordinate their activities to ensure that complaints are resolved promptly and equitably. All reports of sexual misconduct brought to the YPD, for example, are reviewed by the University Title IX Coordinator; similarly, all reports of possible criminal activity brought to the Title IX Coordinators (including those reported via the UWC) are shared with the YPD.

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 for pursuing complaints – including formal, informal, and criminal complaints – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center ([SHARE](#)). See the [UWC Procedures](#) for more information.

*During this reporting period (January 1 – June 30, 2014), there were **13 new** formal complaints brought forward to the UWC, which are reported in this table. In addition, 4 formal complaints brought to the UWC, which were reported as pending cases in a previous report, are included below as updates.*

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in touching of a sexual nature and other sexual activities without her consent . The UWC found sufficient evidence to support the allegations. The respondent was suspended through the summer of 2015, was restricted from contacting the complainant, and was required to receive training on sexual consent and alcohol consumption.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual intercourse without her consent . The case is pending because one or both of the parties is unavailable.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in certain acts without her consent during otherwise consensual sexual activity. The UWC did not find sufficient evidence to support the allegations. The respondent was restricted from contacting the complainant and was referred for sexual consent training.
Yale College Student	Yale College Student	Retaliation	A female YC student alleged that a male YC student threatened her with retaliation if she brought a complaint forward. The case is pending.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual intercourse without her consent . The case is pending.

Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual intercourse without her consent . The case is pending.
Yale College Student	Yale College Student	Sexual harassment	A female YC student alleged that two male YC students sexually harassed her. The case is pending.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual intercourse without her consent . The UWC found sufficient evidence to support the allegations. The respondent was suspended through the summer of 2014, was restricted from participating in certain campus activities, and his degree was withheld until May 2015.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual activities without her consent . The UWC did not find sufficient evidence to support the allegations.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual intercourse without her consent . The case is pending because one or more of the parties is unavailable.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student harassed, intimidated and sexually assaulted her. The case is pending because one or both of the parties is unavailable.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student trespassed and engaged in touching of a sexual nature without her consent . The case is pending because one or both of the parties is unavailable.
Graduate & Professional Student	Yale College Student	Sexual assault	A female G&P student alleged that a male YC student engaged in certain acts without her consent during otherwise consensual sexual activity. The UWC found sufficient evidence to support the allegations. The respondent was given a written reprimand and was required to receive sexual consent training.
Updates to previous complaints: <i>The complaints below were reported as pending in a previous report and are not included in the statistical summary at the beginning of this report.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	<i>Original summary:</i> A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student engaged in sexual intercourse without her consent . The Title IX Coordinator informed the female student about the options for formal and informal resolution and the complainant chose not to pursue a complaint at this time. <i>Update:</i> A Title IX Coordinator brought a formal complaint to the UWC alleging that the respondent engaged in sexual intercourse with the female YC student without her consent . The UWC found sufficient evidence to support the allegations. The respondent was expelled.
Yale College Student	Yale College Student	Sexual assault	<i>Original summary:</i> A YC student brought a formal complaint charging that a male YC student engaged in sexual intercourse without her consent . <i>Update:</i> The UWC found sufficient evidence to support the allegations. The respondent was expelled.

Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student physically assaulted her and engaged in touching of a sexual nature without her consent. The Title IX Coordinator informed the female student about the options for formal and informal resolution and the student contacted the UWC.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC alleging that the respondent physically assaulted her and engaged in touching of a sexual nature without her consent. The case is pending because one or both of the parties is unavailable.</p>
Non-Yale	Graduate & Professional Student	Sexual assault	<p><i>Original summary:</i> A Title IX Coordinator brought a formal complaint against a male G&P student alleging that he made unwanted advances toward a female visitor and engaged in touching of a sexual nature without her consent.</p> <p><i>Update:</i> The UWC found sufficient evidence to support the allegations and other violations of University policy. The respondent was given a reprimand, was placed on probation for the remainder of his time at the University, and was restricted from contacting the complainant.</p>

University-Wide Committee on Sexual Misconduct: Informal Complaints

The following complaints were pursued through informal resolution with the UWC. In every case, the complainant was provided information about all options for pursuing complaints – including formal, informal, and criminal complaints – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center ([SHARE](#)). In cases where a complainant elects to pursue an informal resolution, the UWC may offer an informal investigation, counseling, or other means of resolving the complaint. The UWC may also recommend and assist in implementing interim measures and/or ongoing accommodations to support and protect the complainant. In resolving complaints, the UWC strives to comply with the complainant’s wishes for resolution while ensuring that the University provides a safe and nondiscriminatory environment for all members of the Yale community. See the [UWC Procedures](#) for more information.

During this reporting period (January 1 – June 30, 2014), there were 12 informal resolutions pursued through the UWC. In each case, a formal resolution was offered to the complainant who declined to pursue the matter at this time.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Stalking	A female YC student alleged that a male YC student had engaged in repeated unwanted communications with her. The Chair and a YC administrator counseled the respondent on appropriate conduct and restricted him from contacting the complainant.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual activity without her consent. The Chair of the UWC and a YC administrator counseled the respondent on appropriate conduct and restricted him from contacting the complainant.

Yale College Student	Yale College Student	Sexual harassment	A female YC student alleged that a male YC student made unwanted advances toward her. The case is pending because one or both of the parties is unavailable.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student made unwanted advances and engaged in sexual activity without her consent . The Chair and a YC administrator counseled the respondent on appropriate conduct, restricted him from contacting the complainant and referred him for sexual consent training.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual activity without her consent . The Chair and a YC administrator counseled the respondent on appropriate conduct, restricted him from contacting the complainant and referred him for sexual consent training.
Yale College Student	Yale College Student	Stalking	A female YC student alleged that a male YC student had engaged in repeated unwanted communications with her. The Chair and a YC administrator counseled the respondent on appropriate conduct and restricted him from contacting the complainant.
Yale College Student	Yale College Student	Sexual harassment	A female YC student alleged that a male YC student made unwanted advances toward her. The Chair and a YC administrator counseled the respondent on appropriate conduct, restricted him from contacting the complainant, and referred him for sexual consent training.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual intercourse without her consent . The Chair of the UWC and a YC administrator counseled the respondent on appropriate conduct, restricted him from contacting the complainant and referred him for sexual consent training.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in certain acts without her consent during otherwise consensual sexual activity. The Secretary of the UWC and a YC administrator counseled the respondent on appropriate conduct and restricted him from contacting the complainant.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in certain acts without her consent during otherwise consensual sexual activity. The Chair and a YC administrator counseled the respondent on appropriate conduct, restricted him from contacting the complainant, and referred him for sexual consent training.
Yale College Student	Faculty	Sexual harassment	A female YC student alleged that a male faculty member made inappropriate remarks in the classroom. The Chair of the UWC and the Title IX Coordinator counseled the respondent on appropriate professional conduct and restricted him from contacting the complainant.
Graduate & Professional Student	Yale College Student	Sexual assault	A female G&P student alleged that a male YC student engaged in sexual intercourse without her consent . The Chair of the UWC and a YC administrator counseled the respondent on appropriate conduct and restricted him from contacting the complainant.

Title IX Coordinators

The following are cases in which the complainant chose to pursue resolution with either the University Title IX Coordinator or a Deputy Title IX Coordinator (any of whom are referred to here as “Title IX Coordinator”). In every case, the complainant was provided information about all options for pursuing complaints – including formal, informal, and criminal complaints – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center ([SHARE](#)). The Title IX Coordinators do not conduct formal hearings. However, they investigate complaints to the degree possible and work with the complainant, the respondent, and, where appropriate, the respondent’s supervisor to achieve a resolution of the complaint, which may include sanctions for the respondent and remedies and ongoing accommodations for the complainant. They may also put in place interim measures to support and protect the complainant during an investigation. In making their determinations and recommendations, the Title IX Coordinators strive to comply with the complainant’s wishes for resolution while ensuring that the University provides a safe and nondiscriminatory environment for all members of the Yale community. See the [Title IX](#) website for more information.

During this reporting period (January 1 – June 30, 2014), there were 25 cases pursued through the Title IX Coordinators. In addition, 3 complaints, which were reported as pending in a previous report, are included below as updates.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual harassment	A female YC student reported that a female YC student made unwanted advances. The Title IX Coordinator counseled the respondent on appropriate conduct, restricted her from contacting the complainant, and referred her for counseling.
Yale College Student	Yale College Student	Sexual assault	A third party reported that more than one female YC student, whom the reporter would not identify, was sexually assaulted by a male YC student. Case is pending.
Yale College Student	Yale College Student	Sexual assault	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student engaged in sexual intercourse without her consent . The female student requested that no further action be taken.
Yale College Student	Yale College Student	Sexual harassment	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student paid unwanted attention to her. The administrator counseled the respondent and the respondent resigned his student leadership position.
Yale College Student	Yale College Student	Sexual assault	A YC administrator informed the Title IX Coordinator that a male YC student reported that another male YC student engaged in touching of a sexual nature without his consent . The case is pending.
Yale College Student	Yale College Student	Sexual assault	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student, who is no longer at Yale, engaged in sexual intercourse without her consent . The Title IX Coordinator initiated an investigation and informed the female student of the options for filing a complaint. The female student declined to pursue a complaint at this time.
Yale College Student	Yale College Student	Sexual assault	A male YC student reported that a male YC student engaged in touching of a sexual nature without his consent . The Title IX Coordinator counseled the respondent on appropriate conduct and restricted him from contacting the complainant.

Yale College Student	Staff	Sexual harassment	A female YC student reported that two male staff members paid unwanted attention toward her. The Title IX Coordinator found sufficient evidence to support the allegations. The respondents were given suspensions, were reassigned to different work locations, and were counseled on appropriate workplace conduct.
Yale College Student	Staff	Sexual harassment	More than one female YC student reported that a male staff member made inappropriate comments of a sexual nature to them. An administrator and the Title IX Coordinator found sufficient evidence to support the allegations. The respondent received a warning and was required to take a leave of absence to attend intensive sexual harassment training. Upon completion of the training, the respondent returned to the University and his supervisor, in consultation with the Title IX Coordinator, is closely monitoring his conduct.
Yale College Student	Non-Yale	Voyeurism	A female YC student reported that an unidentified male non-Yale contractor engaged in acts of voyeurism. An administrator, in consultation with the Title IX Coordinator, referred the complaint to the respondent's employer, who conducted an investigation. While the employer could not identify the respondent, the employer conducted training on sexual harassment and appropriate workplace conduct for all of its staff. The employer, in consultation with the Title IX Coordinator, will closely monitor the conduct of its contractors working on campus.
Yale College Student	Unknown	Sexual assault	A YC administrator informed the Title IX Coordinator that a male YC student reported that an unknown female engaged in touching of a sexual nature without his consent at an off-campus event. The Title IX Coordinator could not substantiate the allegations.
Graduate & Professional Student	Non-Yale	Sexual harassment	A female G&P student reported that a male non-Yale individual, who was hosting the complainant and other students in his home, made inappropriate comments and exposed himself to her. An administrator of the school, in consultation with the Title IX Coordinator, found sufficient evidence to support the allegations. The administrator moved the complainant and other students to a new residence, informed the respondent that he is not permitted on campus, and restricted the respondent from hosting students in the future. In addition, the matter was referred to the local authorities.
Staff	Yale College Student	Sexual harassment	A female staff member reported that two male students made inappropriate comments of a sexual nature to her in a public location. The case is pending because one or both of the parties is unavailable.
Staff	Staff	Sexual harassment	A female staff member reported that a male staff member made inappropriate comments of a personal nature to her. The case is pending because one or both of the parties is unavailable.
Staff	Staff	Sexual harassment	A female staff member reported that a male staff member made inappropriate comments of a sexual nature to her. The case is pending.
Staff	Staff	Sexual assault	An administrator informed the Title IX Coordinator that a female staff member reported that a male staff member engaged in touching of a sexual nature without her consent . The Title IX Coordinator found sufficient evidence to support the allegations. The respondent, who admitted the conduct, resigned his position and is not eligible for rehire at the University.

Staff	Staff	Sexual harassment	A female staff member reported that a male staff member made inappropriate comments to her. The Title IX Coordinator found sufficient evidence to support the allegations. The respondent received a warning, was counseled on appropriate workplace conduct, and was restricted from contacting the complainant.
Staff	Faculty	Sexual harassment	A female staff member reported that a male faculty member paid unwanted attention and made inappropriate comments of a personal nature to her. The Title IX Coordinator found sufficient evidence to support the allegations. The respondent was counseled on appropriate workplace conduct, was assigned to a different work location, and was restricted from contacting the complainant.
Staff	Faculty	Sexual harassment	A female staff member reported that a male faculty member made inappropriate gestures of a sexual nature. The case is pending.
Staff	Faculty	Sexual harassment	A female staff member reported that a male faculty member made unwanted advances toward her. The complainant requested that no further action be taken. The supervisor, in consultation with the Title IX Coordinator, will monitor the situation.
Postdoc	Faculty	Retaliation	A female postdoctoral appointee reported that a male faculty member threatened her with retaliation if she brought a complaint forward. The case is pending.
Faculty	Graduate & Professional Student	Sexual assault	A female faculty member reported that a female G&P student made unwanted advances and engaged in touching of a sexual nature without her consent . The Title IX Coordinator initiated an investigation and the complainant chose not to pursue a complaint at this time. The Title IX Coordinator counseled the respondent on appropriate conduct, and restricted her from contacting the complainant.
Faculty	Faculty	Sexual harassment	A female faculty member reported that a male faculty member made unwanted advances and inappropriate comments to her and to others. The case is pending because one or both of the parties is unavailable.
Yale Affiliate	Faculty	Sexual harassment	A Yale affiliate reported that a male faculty member engaged in a personal relationship with a female Yale affiliate that created a hostile environment. The respondent's supervisor, in consultation with the Title IX Coordinator, counseled the respondent on appropriate workplace conduct and restricted his participation in certain activities. In addition, the Title IX Coordinator, will conduct department-wide sexual harassment training.
Non-Yale	Faculty	Sexual harassment	A third party reported that a male faculty member sexually harassed female non-Yale individuals. The Title IX Coordinator initiated an investigation. The case is pending.

Updates to previous complaints: The complaints below were reported as pending in a previous report and are not included in the statistical summary at the beginning of this report.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	<i>Original summary:</i> A male YC student reported that a male YC student made unwanted advances toward him and engaged in touching of a sexual nature without his consent . <i>Update:</i> The Title IX Coordinator informed the complainant of the options for filing a complaint and the complainant declined to pursue a complaint at this time.
Staff	Faculty	Sexual harassment	<i>Original summary:</i> A staff member reported that a male faculty member engaged in a personal relationship with a female staff member that created a hostile environment. <i>Update:</i> The Chair of the UWC and the Title IX Coordinator informed the complainant of the options for filing a complaint and the complainant declined to pursue a complaint at this time.
Unknown	Faculty	Sexual harassment	<i>Original summary:</i> An individual reported anonymously that a male faculty member made inappropriate comments of a sexual nature and engaged in other inappropriate conduct to several staff members. The respondent was suspended pending the investigation . <i>Update:</i> The Title IX Coordinator found sufficient evidence to support the allegations. The respondent resigned his position and is not eligible for rehire at the University.

Yale Police Department

The following are cases in which the complainant chose to contact the Yale Police Department (YPD), which addressed each case according to its procedures (see the [Yale Police website](#) for more information). All reports of possible sexual misconduct made to the YPD are reviewed by the University Title IX Coordinator.

During this reporting period (January 1 – June 30, 2014), there were 18 contacts with the YPD regarding possible sexual misconduct. 14 were handled primarily by the YPD and are described below. The remaining 4 were referred to the UWC or a Title IX Coordinator for further investigation and resolution and are thus described above.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Stalking	A female YC student reported that she received numerous unwanted emails and messages from a male YC student with whom she previously had a relationship. A YC administrator restricted the respondent from contacting the complainant. The YPD provided the complainant with information on safety and victim services .

Yale College Student	Yale College Student	Intimate partner violence	The YPD was contacted by the New Haven Police Department (NHPD) to report that a female YC student had been physically assaulted by a male YC student with whom she was in a relationship. The NHPD arrested the respondent. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Yale College Student	Intimate partner violence	A female YC student reported that she was physically abused by a male YC student whom she would not identify and with whom she was in a relationship. The complainant declined to pursue criminal charges at this time. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Yale College Student	Sexual assault	A female YC student reported that she was sexually assaulted by a male YC student. The female student declined to pursue criminal charges at this time and indicated that she planned to contact the UWC. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Yale College Student	Indecent exposure	A male YC student reported that a male YC student and two male non-Yale individuals exposed themselves to him. The YPD investigated and could not substantiate the allegations. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Non-Yale	Intimate partner violence	A male YC student reported that he was physically assaulted on campus by a female non-Yale individual, with whom he was in a relationship. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Intimate partner violence	A male G&P student reported that he was physically assaulted on campus by a female non-Yale individual with whom he was in a relationship. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Voyeurism	A female G&P student reported that an unknown individual had committed acts of voyeurism at an off-campus residence. The YPD referred the complaint to the authorities in the relevant jurisdiction, who investigated and identified the respondent, a male non-Yale individual. The respondent was arrested. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Unknown	Sexual assault	A third party reported that a female G&P student whom the reporter would not identify was sexually assaulted by an unknown male individual at an off-campus residence. The YPD provided the reporter with information on safety and victim services for the complainant.
Graduate & Professional Student	Unknown	Sexual assault	A female G&P student reported that an unidentified male attempted to sexually assault her while she was walking to her residence. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Postdoc	Non-Yale	Intimate partner violence	A postdoctoral appointee reported that he was physically assaulted at his off-campus residence by a female non-Yale individual with whom he is in a relationship. The YPD arrested the respondent and provided the complainant with information on safety and victim services .
Yale affiliate	Non-Yale	Stalking	A female Yale affiliate reported that she received numerous unwanted emails and messages of a romantic nature from a male non-Yale individual. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .

Non-Yale	Non-Yale	Sexual harassment	A staff member reported that a male non-Yale contractor made inappropriate comments of a sexual nature to another non-Yale individual. The YPD investigated and referred the complaint to the contractor's employer, who terminated the respondent's employment.
Non-Yale	Staff	Stalking	A female non-Yale individual reported that she received numerous unwanted emails and messages from a male staff member with whom she previously had a relationship. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .

Human Resources

Sexual misconduct cases may be brought to the Human Resources department and pursued through their grievance process. Complainants are provided with information about all options, formal and informal, for review of his or her complaint as well as information regarding University resources. See the [Human Resources website](#) for more information.

During this reporting period (January 1 – June 30, 2014), 0 complaints were brought through the Human Resources grievance processes.

Brief Definitions

For more information on Yale's sexual misconduct policies and definitions, go to the [Sexual Misconduct Response website](#).

The following are definitions for the specific terms Yale uses in this Report to categorize behaviors that make up the range of Sexual Misconduct.

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

Sexual activity requires **consent**, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred from the absence of a "no"; a clear "yes," verbal or otherwise, is necessary. Consent to some sexual acts does not constitute consent to others, nor does past consent to a given act constitute present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked at any time.

Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether 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. For illustrations of Yale's consent definition, see the *Sexual Misconduct Scenarios* at <http://smr.yale.edu/>.

Intimate partner violence (IPV) occurs when a current or former intimate partner uses or threatens physical or sexual violence. IPV also may take the form of a pattern of behavior that seeks to establish power and control by causing fear of physical or sexual violence. Stalking may also constitute IPV.

Sexual harassment consists of nonconsensual 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. Both men and women are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex of the harasser.

Stalking is repeated or obsessive unwanted attention directed toward an individual or group that is likely to cause alarm, fear, or substantial emotional distress. Stalking may take many forms, including following, lying in wait, monitoring, and pursuing contact. Stalking may occur in person or through a medium of communication, such as letters, e-mail, text messages, or telephone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

Other includes a range of prohibited behaviors that do not fall into the categories above. Examples include voyeurism, audio-visual recording of sexual activity without consent, and violations of the [Policy on Teacher-Student Consensual Relations](#).

ⁱⁱ 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.

Terminology Commonly Used in this Report

“UWC *formal complaint*”: Formal resolution of a complaint through the UWC involves an investigation by an external fact-finder, a hearing, adjudication, and possible disciplinary sanctions. See the [UWC Procedures](#) for more information.

“UWC *informal complaint*”: Informal resolution through the UWC does not include extensive investigation, a hearing, or a determination as to the validity of the allegations. The goal is to achieve a resolution that is desired by the complainant and acceptable to the respondent, and to counsel and educate the parties.ⁱⁱⁱ See the [UWC Procedures](#) for more information.

“A Title IX Coordinator *brought a formal complaint...*”: Under certain circumstances, the Title IX Coordinator of the University or any Yale School may bring a complaint to the UWC. Generally, a Title IX Coordinator may file a complaint in situations on behalf of someone who experienced sexual misconduct but who cannot or will not themselves take the formal role of a complainant; this may be an issue of jurisdiction, safety, or preference. In certain circumstances involving a serious threat to the University community, a Title IX coordinator may bring a complaint to the UWC when there is evidence that the University’s policy on sexual misconduct has been violated and the Title IX Coordinator’s intervention is needed to ensure that the matter reaches the UWC. See the [UWC procedures](#) for more information.

“The Title IX Coordinator *investigated...*”: An investigation by a Title IX Coordinator generally includes, but is not limited to: interviewing the complaint and respondent, interviewing any witnesses or other parties with knowledge of the alleged conduct, and collecting documentation (including email or other communications) relevant to the complaint. Upon reviewing the evidence gathered, The Title IX Coordinator determines whether a violation of University policy occurred, whether any actions should be taken, and recommends disciplinary action, if warranted.

“*Sufficient evidence* to support the allegations”: The UWC and the Title IX Coordinators apply the “preponderance of the evidence” standard (i.e., it is more likely than not) to determine, based on the evidence gathered during the investigation, whether the alleged conduct occurred and, if so, whether it violates any University policies.

“The respondent was *counseled on appropriate conduct*”: In some cases, the Chair of the UWC, the Title IX Coordinator, or an administrator working in consultation with the Title IX Coordinator, will meet with the respondent to review the allegations and the university’s definitions and policies, discuss and affirm expected behaviors, and warn the respondent about possible consequences for violations of the University sexual misconduct policies.

“*Restricted the respondent from contacting* the complainant”: In most cases, the respondent is issued a warning to cease all forms of contact (including physical, verbal, and electronic) with the complainant. In some cases, contact restrictions may limit access to any or certain parts of campus.

“Provided the complainant with *information on safety and victim services*”: The YPD has a Sensitive Crimes & Support Coordinator who assists those affected by sexual misconduct and can help complainants make contact with SHARE or other University offices, coordinate interim safety measures, provide safety planning, and serve as a liaison with victims’ assistance services. See the [YPD website](#) for more information.

ⁱⁱⁱ Note that the University does not allow face-to-face mediation in cases alleging sexual violence.