

Yale University

*Report of Complaints of Sexual Misconduct
Brought forward from July 1, 2015 through December 31, 2015*

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Introduction

The publication of semi-annual reports of complaints of sexual misconduct is one of a number of Yale University's initiatives designed to engage the community in realizing our shared goal of eliminating sexual misconduct on our campus and promoting a culture of respect and responsibility where all can thrive. The reports are intended to raise awareness about the type of complaints that come to the University's attention and the procedures and resources available to address them. That said, this report must be composed with great care to protect the privacy of those individuals involved in the complaints—individuals whose real, and often painful, experiences underlie the report's statistics and summaries.

This report presents summary information about 78 complaints of sexual misconduct that were brought to the University's attention between July 1, 2015 and December 31, 2015. It also includes several updates on complaints that were first presented in previous reporting periods. The "Guide to this Report," which follows this introduction, contains additional information about the format and composition of the report and links to Yale's policies, procedures, and definitions relating to sexual misconduct.

This report is the first semi-annual report to be published following the 2015 AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct of students' experiences of sexual misconduct (available at: <http://provost.yale.edu/title-ix/yale-report-aau-campus-climate-survey>). Although this semi-annual report contains a higher number of complaints than its predecessors, we know from the AAU Survey results that prevalence rates are high and many experiences go unreported. It is clear that we must both fortify and expand our prevention efforts and take additional actions to make sure that individuals are aware of and comfortable with ways to report complaints.

The AAU Survey and ongoing conversations with members of the community have identified opportunities to clarify our reporting options and make them more accessible. For example, a number of community members have asked for more information about the ways that the Title IX Coordinators can respond to a complaint, sometimes referred to as the "informal complaint process." In response, we have created a fuller, and hopefully clearer, description of the ways in which Title IX Coordinators receive complaints (both directly and through third parties) and work to address them (posted at <http://provost.yale.edu/sites/default/files/files/Reporting-Sexual-Misconduct-to-a-Title-IX-Coordinator.pdf>). Additionally, we have reorganized the complaint summaries in the "Title IX Coordinator" section of this report to underscore the primary role of the complainant in deciding if and how to move forward with a complaint. Specifically, we have categorized these complaint summaries in three sections: 1) those complaints where the Title IX Coordinator took action in accordance with the complainant's wishes; 2) those complaints where the Title IX Coordinator engaged with the complainant to explore the complainant's wishes and explain options but the complainant decided to take no further action at this time; and 3) those complaints where the Title IX Coordinator reached out to a potential complainant, but that person decided not to engage with the Title IX Coordinator or provide additional information.

We also understand that some individuals are reluctant to report complaints because they are not certain that their information will be kept confidential. More specifically, some believed that only

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

SHARE can maintain their confidentiality. Indeed, SHARE does not investigate complaints and is not obligated to report to the Title IX Coordinator. That said, while Title IX Coordinators are obligated to investigate and respond to the degree possible, they do so in alignment with the complainant's wishes and do not share information without the complainant's agreement. Only in extremely rare cases, where there is serious risk to the safety of individuals or the community, will the University take independent action. In an effort to clarify reporting and confidentiality issues, we have, with the invaluable assistance of our student advisors, created an infographic posted at <http://smr.yale.edu/sites/default/files/files/considering-seeking-help.pdf>.

The quality and intensity of discussions—involving campus leaders, students, faculty, and staff—following the AAU Survey have been extraordinary. However, it is also clear from the AAU Survey, the semi-annual reports, and ongoing conversation with the Yale community that there is much more we can and must do to ensure that our campus is a place where all of us can work, study, and live safely and productively. I look forward to your continued engagement and welcome questions, observations and suggestions at titleix@yale.edu. Alternatively, you may schedule a call or meeting by contacting my office at 203-432-4446.

Stephanie S. Spangler

February 15, 2016

Guide to This Report

This report includes both statistical and descriptive summaries of the complaints brought forward within this reporting period (July 1 – December 31, 2015) and are organized according to the office or committee that addressed the complaint most recently and/or definitively: the University-Wide Committee on Sexual Misconduct (UWC), the Title IX Coordinators, and the Yale Police Department (YPD).

The statistical summaries present the complaints by complainant affiliation, by respondent affiliation, by gender configuration, and lastly by the venue through which the complaint was primarily addressed. Throughout the narrative portion of the report you will find cases that engaged more than one of these venues, showing the close coordination of the UWC, the Title IX Coordinators, and the YPD in working with complainants to find the venues that will best meet their needs.

While intended to be broadly informative, the report does have limitations. Because of privacy obligations, the report cannot fully convey the variety and complexity of circumstances associated with cases that may appear similar in the brief narrative descriptions. Likewise, the report assigns complaints to general categories such as “sexual assault” and “sexual harassment” that encompass broad ranges of behavior. We have embedded links to key definitions and terminology in the report (which also appear at the end of this report), so that readers can understand what behaviors may be included in any category. We also include links to [Frequently Asked Questions](#) and to hypothetical case [scenarios](#), which illustrate Yale's definition of consent. Readers can find comprehensive information about Yale's policies, definitions and procedures in the guide “[Preventing and Responding to Sexual Misconduct: Building a Climate of Safety and Respect at Yale.](#)”

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Statistical Summary of Complaintsⁱ

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (July 1 – December 31, 2015), regardless of when the alleged events occurred. To avoid duplication, the tables below do not include complaints presented as updates in this report since these complaints were already included in the statistical summaries of previous reports. 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.

Table 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	20	4	0	0	0	0	2	0	26
	Intimate Partner Violence	2	0	0	0	0	0	0	0	2
	Sexual Harassment	15	8	10	1	1	0	3	0	38
	Stalking	4	2	1	0	1	0	0	0	8
	Other	0	1	1	0	0	0	2	0	4
	Total	41	15	12	1	2	0	7	0	78

Table 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	21	2	0	0	0	0	0	3	26
	Intimate Partner Violence	2	0	0	0	0	0	0	0	2
	Sexual Harassment	9	2	9	0	9	2	4	3	38
	Stalking	2	3	0	0	1	0	1	1	8
	Other	0	1	1	0	1	1	0	0	4
	Total	34	8	10	0	11	3	5	7	78

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.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Table 3. Sexual Misconduct Complaints by Gender Configuration

		Complainant Gender					Total
		Female	Male	Other Gender Identity	Multiple Mixed Gender Complainants	Gender Not Known	
Respondent Gender	Female	1	3	0	0	1	5
	Male	56	4	0	0	1	61
	Other Gender Identity	0	0	0	0	0	0
	Multiple Mixed Gender Respondents	0	0	0	0	0	0
	Gender Not Known	11	1	0	0	0	12
Total		68	8	0	0	2	78

Table 4. Sexual Misconduct Complaints by Venue

		Venue (Office or Committee that Addressed the Complaint)			Total
		UWC - Formal	Title IX Coordinator	YPD	
Category of Sexual Misconduct Reported	Sexual Assault	5	19	2	26
	Intimate Partner Violence	0	2	0	2
	Sexual Harassment	0	34	4	38
	Stalking	0	5	3	8
	Other	0	3	1	4
	Total	5	63	10	78

In providing a range of formal and 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 complainant who decides whether or not to pursue a complaint, and in what venue. In certain unusual circumstances, such as those involving risks to the safety of individuals and/or the community, the University will bring matters to a formal hearing independently of the wishes of the 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.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

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, and the Yale Police Department (YPD).

Although a complaint may be brought to multiple venues, each complaint is described only once in this report, based on which venue primarily addressed the complaint. The UWC, Title IX Coordinators and YPD 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 processes – 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.ⁱⁱ

<i>During this reporting period (July 1 – December 31, 2015), there were 5 new formal complaints brought forward to the UWC, which are reported in this table. In addition, below are updates to cases that were reported as pending in a previous report and have been completed.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student sexually assaulted the complainant. No-contact restrictions were imposed as an interim measure. The case is pending.
Yale College Student	Yale College Student	Sexual assault	A Title IX Coordinator brought a formal complaint alleging that a YC student engaged in sexual penetration of another YC student without consent . No-contact restrictions were imposed as an interim measure. The case is pending.
Graduate & Professional Student	Yale College Student	Sexual assault	A G&P student alleged that a YC student engaged in sexual penetration without consent . The UWC did not find sufficient evidence to support the allegation.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student alleged that another G&P student engaged in sexual penetration without consent . The UWC did not find sufficient evidence to support the allegation.

ⁱⁱ Based on extensive feedback from the University community, the UWC procedures were clarified in October 2015 to reflect the UWC’s practice of consulting with a Title IX Coordinator to resolve informal complaints. As a result, all informal complaints are presented in this report in the Title IX Coordinator section.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Non-Yale	Yale College Student	Sexual assault	A Title IX Coordinator brought a formal complaint on behalf of a non-Yale student who alleged that a YC student engaged in sexual penetration without consent and physically assaulted the complainant. No-contact restrictions were imposed as an interim measure. The case is pending.

Updates to previous complaints: The complaints below were reported as pending in a previous report as complaints brought to a Title IX Coordinator or the UWC. They were included in the statistical summaries in the previous report and are therefore not included in the statistical summaries 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 Title IX Coordinator alleged that a YC student engaged in sexual penetration with another YC student without consent . No-contact restrictions were imposed as an interim measure. <i>Update:</i> The UWC found sufficient evidence to support the allegation. The respondent was expelled.
Graduate & Professional Student	Graduate & Professional Student	Sexual harassment	<i>Original Summary:</i> A G&P student alleged that another G&P student sexually harassed and physically assaulted the complainant. No-contact restrictions were imposed as an interim measure. <i>Update:</i> The UWC did not find sufficient evidence to support the allegations. No-contact restrictions were continued.
Graduate & Professional Student	Graduate & Professional Student	Other	<i>Original Summary:</i> A G&P student alleged that another G&P student physically assaulted the complainant. No-contact restrictions were imposed as an interim measure. <i>Update:</i> The UWC did not find sufficient evidence to support the allegation. No-contact restrictions were continued.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Title IX Coordinators

The following complaints were brought forward to either the University Title IX Coordinator or a Deputy Title IX Coordinator (any of whom are referred to here as “Title IX Coordinator”). 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 measures to support and protect the complainant. 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.

<i>During this reporting period (July 1 – December 31, 2015), there were 63 cases pursued through the Title IX Coordinators. In addition, below are updates to complaints that were reported as pending in a previous report.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
In the following complaints, the complainant chose to pursue a resolution of the complaint with a Title IX Coordinator. In every case, the complainant was provided information about all options for pursuing complaints – including formal, informal, and criminal processes – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center (SHARE).			
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student made unwanted advances. The complainant declined to pursue a formal complaint at this time. The Title IX Coordinator will counsel the respondent on appropriate conduct and the University’s sexual misconduct policies.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual penetration without consent. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX Coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Yale College Student	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that another YC student made unwanted advances. The case is pending.
Yale College Students	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that YC students reported that another YC student made unwanted advances toward the complainants. The Title IX Coordinator could not substantiate the allegations.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual touching without consent . The case is pending.
Yale College Students	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that members of a student organization made inappropriate comments. An administrator, in collaboration with the Title IX Coordinator, counseled the leadership of the student organization on appropriate conduct.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual penetration without consent . The case is pending.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that another YC student made unwanted advances. The case is pending.
Yale College Student	Yale College Student	Intimate partner violence	An administrator informed a Title IX Coordinator that a YC student reported a possible case of intimate partner violence involving two other YC students who were in a relationship. The Title IX Coordinator could not substantiate the allegations.
Yale College Student	Yale College Student	Stalking	An administrator informed a Title IX Coordinator that a YC student reported that another YC student sent unwanted messages to the complainant on a number of occasions. The Title IX Coordinator could not substantiate the allegations. The respondent has left Yale.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual penetration without consent . The complainant declined to pursue a formal complaint at this time. The Title IX Coordinator implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that another YC student made unwanted advances. The case is pending.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual penetration without consent . The case is pending.
Yale College Student	Graduate & Professional Student	Stalking	A YC student reported that a G&P student with whom the complainant previously had a relationship sent unwanted messages to the complainant on a number of occasions. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the administrator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Yale College Student	Staff	Sexual harassment	A YC student reported that a staff member made inappropriate comments to the complainant and made unwanted calls to the complainant. A Human Resources representative, in collaboration with a Title IX Coordinator, investigated and substantiated the allegations. The Human Resources representative counseled the respondent on appropriate workplace conduct and imposed no-contact restrictions . The respondent received a written warning and a demotion.
Yale College Student	Staff	Sexual harassment	A YC student reported that a staff member made inappropriate comments to the complainant and made unwanted calls to the complainant. A Title IX Coordinator investigated and substantiated the allegations. The Title IX Coordinator counseled the respondent on appropriate workplace conduct. The respondent was reassigned to a different work location.
Yale College Student	Faculty	Sexual harassment	A student informed a Title IX Coordinator that a YC student reported that a faculty member made inappropriate comments in a classroom. The case is pending.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Faculty	Sexual harassment	A YC student reported that a faculty member made unwanted advances and made inappropriate comments to the complainant. The complainant declined to pursue a formal complaint at this time. The Title IX Coordinator and a YC administrator counseled the respondent on the University's sexual misconduct policies and will monitor the respondent's interactions with students.
Yale College Student	Non-Yale	Sexual harassment	A YC student reported that an unidentified visitor on campus made unwanted advances. The Title IX Coordinator implemented academic accommodations for the complainant.
Yale College Student	Unknown	Sexual assault	An administrator informed a Title IX Coordinator that a YC student reported that an individual whom the complainant could not identify engaged in sexual touching without consent at an off-campus location. The Title IX Coordinator did not have sufficient information to investigate.
Graduate & Professional Student	Graduate & Professional Student	Stalking	An administrator informed a Title IX Coordinator that a G&P student reported that another G&P student with whom the complainant previously had a relationship sent unwanted messages to the complainant on a number of occasions. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the administrator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student reported that another G&P student engaged in sexual touching without consent . The complainant declined to pursue a formal complaint at this time. The Title IX Coordinator implemented academic accommodations for the complainant.
Graduate & Professional Student	Graduate & Professional Student	Sexual harassment	A G&P student reported that another G&P student made unwanted advances toward the complainant. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX Coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Graduate & Professional Student	Faculty	Other	A faculty member informed a Title IX Coordinator that another faculty member may have engaged in a personal relationship with a G&P student in violation of the Policy on Teacher-Student Consensual Relations . The Title IX Coordinator could not substantiate the allegations. The Title IX Coordinator will counsel the respondent on the University's sexual misconduct policies and refer the matter to the respondent's supervisor for additional oversight.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made unwanted advances and made unwanted physical contact with the complainant. The complainant declined to pursue a formal complaint at this time. The Title IX Coordinator will counsel the respondent on the University's sexual misconduct policies and will work with the respondent's supervisor to monitor the respondent's interactions with students.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments and made unwanted physical contact with the complainant. The case is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments and made unwanted physical contact with the complainant. The case is pending.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Staff	Staff	Other	A staff member reported that other staff members retaliated against the complainant for bringing a complaint of sexual harassment . The Title IX Coordinator could not substantiate the allegations.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant. A Human Resources representative, in collaboration with a Title IX Coordinator, investigated and substantiated the allegations. The Human Resources representative counseled the respondent on appropriate workplace conduct.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments and made unwanted physical contact with the complainant. A Title IX Coordinator investigated and substantiated the allegations. The respondent resigned from the University.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments and sent unwanted messages to the complainant on a number of occasions. A Title IX Coordinator investigated and substantiated the allegations. The Title IX Coordinator counseled the respondent on appropriate workplace conduct and imposed no-contact restrictions .
Staff	Staff	Sexual harassment	A staff member reported that another staff member made unwanted advances and inappropriate comments. The case is pending.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant on a number of occasions. A Title IX Coordinator investigated and substantiated the allegations. The Title IX Coordinator counseled the respondent on appropriate workplace conduct.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant. The case is pending.
Staff	Staff	Sexual harassment	A staff member reported that another staff member paid unwanted attention to the complainant. The Title IX Coordinator counseled the respondent on appropriate workplace conduct.
Staff	Yale College Student	Sexual harassment	A staff member reported that a YC student transmitted inappropriate content to the complainant. A Title IX Coordinator investigated and substantiated the allegations. The Title IX Coordinator counseled the respondent on appropriate conduct.
Staff	Yale Affiliate	Sexual harassment	An administrator informed a Title IX Coordinator that a staff member reported that a Yale affiliate engaged in a personal relationship with another Yale affiliate that created a hostile environment. The Title IX Coordinator could not substantiate the allegations. The respondent's supervisor, in consultation with the Title IX Coordinator, counseled the respondent on appropriate workplace conduct.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Postdoctoral trainee	Faculty	Sexual harassment	A postdoctoral trainee reported that a faculty member made unwanted advances. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX Coordinator referred the matter to the respondent's supervisor for additional oversight and implemented workplace accommodations for the complainant.
Faculty	Faculty	Sexual harassment	A faculty member in an administrative position informed a Title IX Coordinator that another faculty member reported that a faculty member made comments of a sexual nature during class. The complainant declined to pursue a formal complaint at this time. The faculty administrator, in consultation with the Title IX Coordinator, conducted training on the University's sexual misconduct policies for the entire department.
Non-Yale	Yale College Student	Sexual assault	A non-Yale student reported that a YC student engaged in sexual penetration without consent. The case is pending.
Non-Yale	Faculty	Sexual harassment	A former student reported that a faculty member made unwanted advances when the complainant was a YC student. The case is pending.
Non-Yale Student	Yale Affiliate	Sexual harassment	An administrator informed a Title IX Coordinator that a Yale affiliate participating in a Yale program made unwanted advances toward a non-Yale student participating in the program. The respondent was removed from the program.
Non-Yale Student	Yale Affiliate	Other	An administrator informed a Title IX Coordinator that a Yale affiliate participating in a Yale program engaged in a relationship with a non-Yale student participating in the program in violation of the Policy on Teacher-Student Consensual Relations . The respondent was removed from the program.
Non-Yale Student	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student made inappropriate comments to a non-Yale student participating in a Yale program. The respondent was removed from the program. The Title IX Coordinator will counsel the respondent on appropriate conduct.
In the following complaints, the Title IX Coordinator provided the complainant with information about all options for pursuing complaints – including formal, informal, and criminal processes – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center (SHARE), and the complainant decided not to take any further action at this time.			
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student sexually harassed the complainant.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual touching without consent .
Yale College Student	Yale College Student	Sexual assault	A YC student reported that an unidentified YC student engaged in sexual penetration without consent .
Graduate & Professional Student	Graduate & Professional Student	Stalking	A G&P student reported that another G&P student with whom the complainant previously had a relationship followed the complainant and sent unwanted messages to the complainant on a number of occasions.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Graduate & Professional Student	Sexual harassment	A G&P student reported that another G&P student made unwanted advances and made unwanted physical contact with the complainant.
Staff	Faculty	Sexual harassment	A staff member reported that a faculty member made inappropriate comments.
<p>The following complaints were among those reported to a Title IX Coordinator by a third party, e.g., an administrator, a faculty member, or another student. In every case, the Title IX Coordinator reached out to the individual affected by the misconduct to offer support and discuss resources and options. However, the individual decided not to engage with the Title IX Coordinator or provide additional information. The Title IX Coordinator determined that, without the complainant's participation or additional information, the matter could not be investigated further.</p>			
Yale College Student	Yale College Student	Sexual assault	A student informed a Title IX Coordinator that an unidentified YC student reported that an unidentified YC student had engaged in sexual penetration without consent .
Yale College Student	Yale College Student	Sexual assault	A student informed a Title IX Coordinator that a YC student reported that another YC student engaged in sexual penetration without consent .
Yale College Student	Yale College Student	Sexual assault	An administrator informed a Title IX Coordinator that a YC student reported that another YC student engaged in sexual touching without consent .
Yale College Student	Yale College Student	Intimate partner violence	An administrator informed a Title IX Coordinator that a YC student reported that another YC student whom the complainant would not identify and with whom the complainant was in a relationship engaged in intimate partner violence .
Yale College Students	Yale College Student	Sexual assault	An administrator informed a Title IX Coordinator of reports from multiple YC students that another YC student had engaged in sexual penetration without consent .
Yale College Students	Yale College Student	Sexual assault	An administrator informed a Title IX Coordinator that a YC student reported that another YC student had engaged in sexual touching without consent .
Yale College Students	Yale College Student	Stalking	An administrator informed a Title IX Coordinator that a YC student reported that another YC student followed the complainant and sent unwanted messages to the complainant on a number of occasions.
Yale College Students	Yale College Student	Sexual assault	An administrator informed a Title IX Coordinator that a YC student reported that another YC student had engaged in sexual touching without consent .
Yale College Students	Yale College Student	Sexual assault	An administrator informed a Title IX Coordinator that a YC student reported that another YC student had engaged in sexual penetration without consent .
Yale College Student	Yale College Student	Sexual assault	A student informed a Title IX Coordinator that a YC student was sexually assaulted by another YC student.
Yale College Student	Non-Yale	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that an unidentified visitor on campus sexually harassed the YC student.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Unknown	Sexual assault	An administrator informed a Title IX Coordinator that a YC student reported that an individual whom the complainant could not identify engaged in sexual penetration without consent .
Yale College Student	Unknown	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that an individual whom the complainant could not identify made unwanted advances.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Graduate & Professional Student	Stalking	<p><i>Original summary:</i> A G&P student reported that a G&P student with whom the complainant previously had a relationship sent unwanted messages on a number of occasions. The YPD warned the respondent not to contact the complainant and provided the complainant with information on safety and victim services.</p> <p><i>Update:</i> The complainant contacted a Title IX Coordinator and reported that the respondent had again sent unwanted messages to the complainant. The Title IX Coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions.</p>

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 (July 1 – December 31, 2015), there were 15 contacts with the YPD regarding possible sexual misconduct. 10 were handled primarily by the YPD and are described below. The remaining 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 Students	Yale College Student	Sexual assault	The YPD received an anonymous report that a YC student was sexually assaulted by another YC student. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Non-Yale	Stalking	A YC student reported that a non-Yale individual with whom the complainant previously had a relationship sent unwanted messages on a number of occasions. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Unknown	Sexual harassment	A YC student reported that an individual whom the complainant could not identify left inappropriate materials at the complainant's residence on more than one occasion. The YPD contacted an administrator who coordinated a change in residence for the complainant. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that non-Yale individuals made inappropriate and threatening comments to the complainant. The YPD investigated and arrested the respondents. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that a non-Yale individual sent unwanted messages to the complainant on a number of occasions. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Unknown	Sexual assault	A G&P student reported that an individual whom the complainant could not identify engaged in sexual touching without consent. The YPD investigated and could not identify the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Unknown	Sexual harassment	A G&P student reported that an individual whom the complainant could not identify sent inappropriate and threatening messages to the complainant. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Staff	Faculty	Stalking	A staff member reported that a faculty member with whom the complainant previously had a relationship followed the complainant and sent unwanted messages to the complainant on a number of occasions. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Faculty	Unknown	Stalking	A faculty member reported that an individual whom the complainant did not identify had sent unwanted messages to the complainant. The YPD provided the complainant with information on safety and victim services .
Non-Yale	Graduate & Professional Student	Other	A non-Yale individual reported that a G&P student engaged in indecent exposure. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Updates to previous complaints: <i>The complaints below were reported as pending in a previous report and are not included in the statistical summaries at the beginning of this report.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Non-Yale	Stalking	<p><i>Original summary:</i> A Title IX Coordinator referred a G&P student who reported that a non-Yale individual sent sexually explicit and threatening messages on multiple occasions. The complainant declined to pursue criminal charges at this time.</p> <p><i>Update:</i> The complainant contacted the YPD to report that the respondent was again sending unwanted messages to the complainant. At the request of the complainant, the YPD warned the respondent not to contact the complainant and provided the complainant with information on safety and victim services.</p>
Staff	Non-Yale	Intimate partner violence	<p><i>Original summary:</i> A staff member reported a physical assault by a non-Yale individual with whom the complainant previously had a relationship. The YPD investigated and arrested the respondent.</p> <p><i>Update:</i> The complainant contacted the YPD to report that the respondent sent unwanted messages to the complainant on a number of occasions. The YPD investigated and could not substantiate the allegations.</p>

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

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, sexual penetration (which is the insertion of a penis, finger or object into another person's vagina or anus), or any other nonconsensual sexual touching.ⁱⁱⁱ

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, retaliation, and violations of the [Policy on Teacher-Student Consensual Relations](#).

ⁱⁱⁱ 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.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

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.

“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.

“Imposed **no-contact restrictions**”: 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.

Questions? See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.