

Yale University

*Report of Complaints of Sexual Misconduct
Brought forward from January 1, 2017 through June 30, 2017*

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Introduction

Yale University is deeply committed to cultivating a safe and respectful campus community—one where everyone can thrive and where sexual misconduct has no place. The semi-annual publication of the Report of Complaints of Sexual Misconduct (the report) is but one of a number of initiatives the University has put in place to uphold that commitment and to engage all of us in building a culture of respect and inclusion. More specifically, the report is intended to raise the community's awareness about the complaints that are brought forward to University officials and the procedures and resources available to address those complaints.

The current report presents information about 82 complaints of sexual misconduct that were brought to the University's attention between January 1, 2017 and June 30, 2017. It also provides updates on 4 complaints that were first presented during previous reporting periods. The information about the complaints is presented in both statistical and descriptive formats. While the report is intended to be generally informative, it is also designed with great care to protect the privacy of the individuals whose very real experiences are reflected in the summaries.

As I noted in my introduction to the February 2017 report, we have observed an increase in the number of complaints brought to the University's attention in the reporting periods following the publication of the results of the 2015 Association of American Universities Sexual Climate Survey (AAU Survey). While the sustained increase in reporting in the current period is encouraging, we know from both the AAU Survey and ongoing community input that a significant number of individuals who have experienced sexual misconduct do not report their experiences to University officials or seek support from University resources. Among our efforts to reduce barriers to reporting has been the recent comprehensive redesign of the Sexual Misconduct Response website (<http://smr.yale.edu>), which benefitted immeasurably from the input of the Title IX Student Advisory Boards and many other members of the Yale community. The new website has been configured to guide users more easily and intuitively to the information they seek and to provide more detail regarding what individuals should expect when contacting Yale resources.

Of course, we cannot achieve our goal of eliminating sexual misconduct at Yale without robust prevention and education programs. We continue to be encouraged by the strong and growing engagement of offices and individuals across the campus in developing and implementing these programs. For example, during the past year, over 1000 individuals participated in the recently developed bystander intervention workshop for the graduate and professional community—an initiative guided, in part, by the positive model set by the undergraduate bystander training program. In the coming year, we intend to refine and assess the impacts of existing programs and continue to explore new approaches to prevention.

In closing, I must once again thank the many, many members of the Yale community who have partnered with us to ensure that Yale is a safe, respectful and generative place to study, work, and live. And, as always, I welcome your questions and suggestions regarding the report and the University's programs to address and prevent sexual misconduct. You may reach me at titleix@yale.edu or by contacting my office at 203-432-6854.

Stephanie Spangler
August 17, 2017

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

Guide to This Report

This report includes both statistical and descriptive summaries of the complaints brought forward within this reporting period (January 1 – June 30, 2017) which 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 have also included 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 [Sexual Misconduct Response 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 (January 1 – June 30, 2017), 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 (information about the updates to these complaints can be found on pages 7 and 12 of this report). 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 University Affiliation

		University affiliation								Total
		Undergrad	G&P	Staff	Postdoc	Faculty	Yale Affiliate	Non-Yale	Unknown	
Sexual Assault	Complainant	21	4	1	1	0	0	0	0	27
	Respondent	13	4	0	1	0	0	6	3	
Intimate Partner Violence	Complainant	2	0	0	0	0	1	1	0	4
	Respondent	2	2	0	0	0	0	0	0	
Sexual Harassment	Complainant	15	17	6	0	0	1	0	0	39
	Respondent	8	4	6	2	11	1	5	2	
Stalking	Complainant	4	4	0	0	0	0	0	0	8
	Respondent	2	2	0	0	0	0	3	1	
Other	Complainant	1	1	0	0	0	0	1	1	4
	Respondent	0	1	1	1	1	0	0	0	
TOTAL									82	

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 [Sexual Misconduct Response FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Table 2. 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	4	0	0	0	5
	Male	55	7	0	0	5	67
	Other Gender Identity	0	0	0	0	0	0
	Multiple Mixed Gender Respondents	0	0	0	0	0	0
	Gender Not Known	8	0	0	0	2	10
Total		65	11	0	0	6	82

Table 3. 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	3	23	1	27
	Intimate Partner Violence	0	3	1	4
	Sexual Harassment	1	37	1	39
	Stalking	0	4	4	8
	Other	0	2	2	4
	Total	4	69	9	82

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 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.

Questions? See the [Sexual Misconduct Response 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 Also see page 16 of this report for an explanation of commonly-used terminology.

During this reporting period (January 1 – June 30, 2017), there were 4 new 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.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in groping and sexual penetration without consent . The UWC did not find sufficient evidence to support the allegations. The UWC did find that the respondent violated a policy prohibiting intimate relations with the complainant. The respondent received a reprimand and is restricted from holding any leadership positions while at Yale. No-contact restrictions were continued.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student alleged that another G&P student engaged in sexual harassment and sexual penetration without consent . The UWC did not find sufficient evidence to support the allegations.
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 allegations.

ⁱⁱ Based on 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 [Sexual Misconduct Response FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Postdoctoral Trainee	Sexual harassment	A G&P student alleged that a postdoctoral trainee engaged in sexual harassment and intimidation. The complainant withdrew the complaint. No-contact restrictions , which were imposed as an interim measure during the proceedings, were continued by agreement.

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	A YC student alleged that another YC student engaged in sexual penetration without consent . <i>Update:</i> The UWC found sufficient evidence to support the allegation. The respondent was suspended for three terms.
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. <i>Update:</i> The complainant brought a formal complaint alleging that the respondent engaged in sexual penetration without consent . The UWC found sufficient evidence to support the allegation. The respondent was suspended for two terms.
Yale College Student	Faculty	Other	A Title IX coordinator brought a formal complaint alleging that a faculty member engaged in sexual activity with a YC student, in violation of the Policy on Teacher-Student Consensual Relations . <i>Update:</i> The UWC found sufficient evidence to support the allegation. The respondent was suspended from the faculty for two years and certain privileges were revoked.

Questions? See the [Sexual Misconduct Response 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, depending on the affiliation of the parties, they may 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 respondents who are staff members 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. Also see page 16 of this report for an explanation of commonly-used terminology.

During this reporting period (January 1 – June 30, 2017), there were 69 cases brought forward to a Title IX coordinator. In addition, below are updates to complaints that were reported as pending in a previous report.

SECTION I.

While the specific actions may vary from case to case, Title IX coordinators respond to complaints by addressing any immediate concerns a complainant may have, connecting complainants and respondents with appropriate resources, ensuring that complainants are fully aware of the options available for further action, and helping to facilitate those actions.

In the following complaints, the complainant chose to pursue a resolution of the complaint with a Title IX coordinator. In some cases, the complainant requested that the Title IX coordinator facilitate accommodations or other actions. In other cases, the Title IX coordinator identified measures that might be taken (e.g., departmental training, academic/workplace accommodations) without revealing to the respondent that a report has been made and consulted with the complainant prior to implementing these measures. In these cases, the complainant was informed that no action can be taken against a respondent without providing notice of the complaint to the respondent. 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 (SHARE) Center.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student made unwanted advances toward several students during an off-campus activity. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX coordinator counseled the respondent and referred the respondent for additional voluntary counseling on appropriate conduct.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual activity without consent . The complainant declined to pursue a formal complaint at this time. In consultation with a Title IX coordinator, an administrator counseled the respondent on appropriate conduct and referred the respondent for voluntary alcohol counseling.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student made inappropriate comments about 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.
Yale College Student	Yale College Student	Intimate partner violence	A YC student reported a physical assault by another YC student with whom the complainant was in a relationship. 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 .

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Intimate partner violence	A YC student reported that another YC student with whom the complainant was previously in a relationship engaged in physically threatening behavior toward the complainant. The complainant declined to pursue a formal complaint at this time. The Title IX coordinator implemented accommodations for the complainant.
Yale College Student	Yale College Student	Stalking	A YC student reported that another YC student sent unwanted and distressing 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 Title IX coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student has paid unwanted attention 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 Title IX coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual activity without consent . The complainant declined to pursue a formal complaint at this time.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student with whom the complainant was previously in a relationship made inappropriate comments about the complainant. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX coordinator imposed no-contact restrictions and implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student with whom the complainant was previously in a relationship 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 imposed no-contact restrictions .
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student with whom the complainant had been in a relationship engaged in sexual activity without consent . The complainant is pending.
Yale College Student	Graduate & Professional Student	Policy on Teacher-Student Consensual Relations	An administrator reported that a G&P student engaged in a relationship with a YC student in violation of the Policy on Teacher-Student Consensual Relations . The complaint is pending.
Yale College Student	Graduate & Professional Student	Sexual harassment	A YC student reported that a G&P student made inappropriate comments to the complainant. The complaint is pending.
Yale College Student	Graduate & Professional Student	Sexual harassment	A YC student reported that a G&P student teaching fellow made repeated 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 implemented academic accommodations for the complainant and will counsel the respondent on appropriate conduct.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Graduate & Professional Student	Sexual harassment	A YC student reported that a G&P student who had a supervisory role over students made inappropriate comments to the complainant during off-campus activities. The Title IX coordinator will conduct training on appropriate conduct for the department. The respondent subsequently left Yale.
Yale College Student	Staff	Sexual harassment	A YC student reported that a staff member made inappropriate comments to the complainant. The complaint is pending.
Yale College Student	Staff	Sexual harassment	A YC student reported that a staff member made inappropriate comments to the complainant. A Title IX coordinator investigated and did not find sufficient evidence to support the allegations. The respondent subsequently left Yale.
Yale College Student	Non-Yale	Sexual harassment	A YC student reported that a non-Yale individual made inappropriate comments to the complainant during an off-campus activity. An administrator, in consultation with the Title IX coordinator, referred the matter to the respondent's employer for further action.
Yale College Students	Unknown	Sexual harassment	Multiple YC students reported receiving instructions from an unknown individual to record a description of sexually explicit activities. A Title IX coordinator investigated and could not identify the source of the instructions.
Yale College Student	Unknown	Sexual assault	A YC student reported that an individual whom the complainant did not identify sexually assaulted the complainant. The complainant declined to pursue a formal complaint at this time.
Graduate & Professional Student	Graduate & Professional Student	Stalking	A G&P student reported that another G&P student sent unwanted and distressing messages to the complainant on a number of occasions. At the complainant's request, the Title IX coordinator connected the complainant with the YPD and SHARE. The respondent subsequently left Yale.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student reported that another G&P student engaged in inappropriate touching and made inappropriate comments to the complainant. The complaint is pending.
Graduate & Professional Student	Graduate & Professional Student	Sexual harassment	A G&P student reported that another G&P student with whom the complainant previously had a relationship sent unwanted and inappropriate messages to the complainant on a number of occasions. The complainant declined to pursue a formal complaint at this time. The respondent subsequently left Yale.
Graduate & Professional Students	Graduate & Professional Student	Sexual assault	G&P students reported that another G&P student engaged in inappropriate touching of the complainants. The complaint is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a faculty member made inappropriate comments to the complainant. The complaint is pending.
Graduate & Professional Student	Faculty	Sexual harassment	An individual reported through the University Hotline that a faculty member made inappropriate comments to G&P students and others. The complaint is pending.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Faculty	Policy on Teacher-Student Consensual Relations	A faculty member reported that another faculty member engaged in a relationship with a G&P student in violation of the Policy on Teacher-Student Consensual Relations . The complaint is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made unwanted advances and inappropriate comments to the complainant and other students. The complaint is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member inappropriately touched a visiting faculty member. The complaint is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments to another faculty member. The complaint is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments to the complainant. The complaint is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments to another faculty member. The complaint is pending.
Graduate & Professional Student	Postdoctoral trainee	Sexual harassment	A G&P student reported that a postdoctoral trainee paid unwanted attention to the complainant. The complainant declined to pursue a formal complaint at this time.
Graduate & Professional Student	Yale Affiliate	Sexual harassment	A G&P student reported that a Yale affiliate made inappropriate comments to the complainant and others. In consultation with a Title IX coordinator, the respondent's supervisor restricted the respondent's interactions with students.
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a non-Yale individual made inappropriate comments to the complainant. The complaint is pending.
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a non-Yale individual made inappropriate comments to the complainant. The complaint is pending.
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a non-Yale individual made inappropriate comments to the complainant. The complaint is pending.
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a non-Yale individual made inappropriate comments to the complainant. The complaint is pending.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant on multiple occasions. The complainant decided not to pursue the complaint at this time. Nonetheless, the respondent's supervisor reassigned the respondent to an alternate work location.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant. The complaint is pending.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant. The respondent admitted to the conduct. The Title IX coordinator counseled the respondent on appropriate conduct.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant. A Human Resources representative, in consultation with the Title IX coordinator, investigated and could not substantiate the allegations. Nonetheless, a Title IX coordinator will counsel the respondent on appropriate conduct. The complainant requested and was reassigned to an alternate work location.
Staff	Faculty	Sexual harassment	A staff member reported that a faculty member engaged in inappropriate touching of the complainant. The Title IX coordinator investigated and found sufficient evidence to support the allegation. The Title IX coordinator counseled the respondent on the University's sexual misconduct policies and imposed no-contact restrictions . In addition, the respondent's supervisor issued a letter of reprimand and removed the respondent from certain administrative responsibilities.
Staff	Faculty	Sexual harassment	A staff member reported that a faculty member engaged in inappropriate touching of the complainant. The complaint is pending.
Postdoctoral trainee	Postdoctoral trainee	Sexual assault	A postdoctoral trainee reported that another postdoctoral trainee whom the complainant declined to identify engaged in sexual intercourse without consent . The complainant declined to pursue a formal complaint at this time and requested no further action be taken.
Yale Affiliate	Graduate & Professional Student	Intimate partner violence	A Yale affiliate reported that a G&P student with whom the complainant was in a relationship physically assaulted the complainant. The complainant declined to pursue a formal complaint.

Updates to previous complaints: The complaints below were reported as pending in a previous report as complaints brought to a Title IX coordinator. 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
Graduate & Professional Student	Faculty	Policy on Teacher-Student Consensual Relations	A faculty member reported that another faculty member engaged in a relationship with a G&P student in violation of the Policy on Teacher-Student Consensual Relations . <i>Update:</i> The respondent admitted to the allegation and accepted a one-year suspension without pay.

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

SECTION II.

In some cases, after consulting with a Title IX coordinator regarding all options for pursuing complaints – including formal, informal, and criminal processes – and receiving information about support resources such as the Sexual Harassment and Assault Response & Education (SHARE) Center, the complainant decides not to pursue the complaint any further and requests that no action be taken by the coordinator. In these cases, the Title IX coordinator will inform the complainant that a complaint can be pursued at a later time and will follow up with the complainant to check on the complainant’s wellbeing. Except in cases of acute threat of harm to the complainant or to the campus community, the Title IX coordinator will not take any action without the complainant’s agreement.

The following table provides a statistical summary of those complaints where the complainant chose not to pursue the complaint and the Title IX coordinator took no further action. The complainants involved always have the option to pursue further action, in which case descriptive updates will be provided in future reports.

		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	Total
Sexual assault	Complainant	6	0	0	0	0	0	0	0	6
	Respondent	3	0	0	0	0	0	2	1	
Stalking	Complainant	1	0	0	0	0	0	0	0	1
	Respondent	1	0	0	0	0	0	0	0	

SECTION III.

In some cases, information about incidents of sexual misconduct comes to a Title IX coordinator from a third party, such as an administrator, a friend of those involved, or a witness. When possible, the Title IX coordinator will reach out to the potential complainant to offer support and to discuss resources and options. In many cases, the identities of one or both parties is not provided. Some complainants choose not to engage in further discussion with the coordinator or provide any additional information. The Title IX coordinator may explore whether there are any measures that might be taken without involving the complainant or revealing to the respondent that a report has been made and will attempt to consult with the complainant prior to taking any action. Except in cases of acute threat of harm to the complainant or to the campus community, the Title IX coordinator will not take any action without the complainant’s agreement.

The following table provides a statistical summary of those complaints where the complainant chose not to engage with the Title IX coordinator and the coordinator took no further action. The complainants involved always have the option to pursue further action, in which case descriptive updates will be provided in future reports.

		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	Total
Sexual assault	Complainant	10	0	0	0	0	0	0	0	10
	Respondent	6	0	0	0	0	0	3	1	
Sexual harassment	Complainant	3	2	0	0	0	0	0	0	5
	Respondent	3	0	0	0	2	0	0	0	
Stalking	Complainant	0	1	0	0	0	0	0	0	1
	Respondent	0	1	0	0	0	0	0	0	

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

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. See page 16 of this report for an explanation of commonly-used terminology.

During this reporting period (January 1 – June 30, 2017), there were 11 contacts with the YPD regarding possible sexual misconduct. 9 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 Student	Non-Yale	Stalking	A YC student reported that a non-Yale individual sent harassing messages to the complainant on multiple occasions. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Unknown	Stalking	A YC student reported that an unknown individual followed the complainant home and lingered outside. The YPD responded and could not locate the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Stalking	A G&P student reported that a non-Yale individual sent harassing messages to the complainant on multiple occasions. 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 .
Graduate & Professional Student	Non-Yale	Stalking	A G&P student reported that a non-Yale individual was sitting in a car outside the complainant's residence after the complainant declined the respondent's advances. 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 .
Staff	Non-Yale	Sexual assault	A staff member reported that a non-Yale individual inappropriately touched the complainant while the complainant walked near campus. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Yale Affiliate	Unknown	Sexual harassment	A Yale affiliate reported receiving a delivery of unwanted sexually explicit materials from an unknown individual. The NHPD investigated and could not identify the respondent. The YPD provided the complainant with information on safety and victim services .
Non-Yale	Graduate & Professional Student	Intimate partner violence	A non-Yale individual reported a physical assault by a G&P student with whom the complainant was in a relationship. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .
Non-Yale	Postdoctoral trainee	Other	A non-Yale student reported that a postdoctoral trainee engaged in acts of voyeurism. The YPD referred the complaint to Human Resources for further investigation. The respondent's employment was terminated.
Unknown	Staff	Other	An unidentified individual reported that a staff member engaged in indecent exposure within a University building. The YPD referred the matter to Human Resources. The respondent is no longer working at Yale.

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

Brief Definitions

The following are definitions for the specific terms Yale uses in this Report to categorize the behaviors that would constitute sexual misconduct under Yale's policies. For more information on Yale's sexual misconduct policies and definitions, go to the [Sexual Misconduct Response website](#).

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 **affirmative consent**, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred 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 unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when: (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing; or (2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment. Sexual harassment may be found in a single episode, as well as in persistent behavior. All members of the community are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex or gender 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 [Sexual Misconduct Response 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.

“The case is *pending*”: In the case of a formal complaint under review by the UWC, “pending” means that the review of the complaint is still in process and the result will not be reported until a final decision on the complaint has been issued. In the case of a complaint brought to a Title IX coordinator, “pending” means that the resolution of the complaint is still in process, e.g., the Title IX coordinator and the complainant are still evaluating options.

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