

# Yale University

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*Report of Complaints of Sexual Misconduct  
Brought forward from January 1, 2018 through June 30, 2018*

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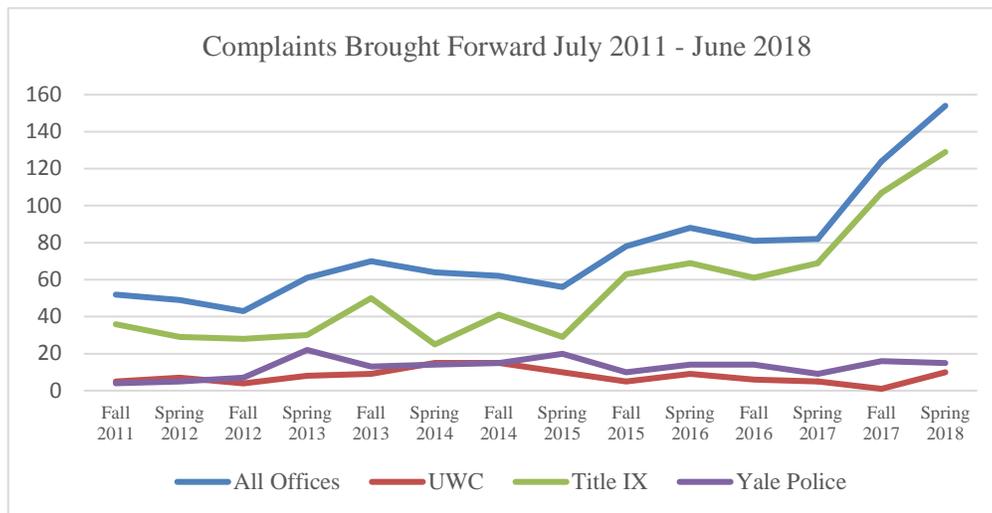
## Introduction

Yale University is committed to creating and sustaining a community of inclusion and respect—where all members feel safe and supported as they pursue their academic, professional, and personal aspirations. Effective policies, procedures and programs to address and prevent sexual misconduct are among those initiatives that are essential to realizing this commitment. The intention of the semi-annual reports, which have been published since January of 2012, is to provide the community with insight into Yale’s procedures and resources to address complaints of sexual misconduct and to engage the community in efforts to enhance and expand our response and prevention programs.

While the semi-annual reports, through both descriptive and statistical summaries, are intended to raise community awareness and stimulate conversation about our campus culture, they are not intended to be venues for community discussion of specific complaints. The reports are therefore designed with care to protect the privacy of the individuals whose very real experiences underlie the statistics and descriptions.

The current report presents information about 154 complaints of sexual misconduct that were brought to the attention of Title IX coordinators, the University-Wide Committee on Sexual Misconduct, and the Yale Police Department between January 1, 2018 and June 30, 2018. It also includes updates on 5 complaints that were first presented in previous reports.

The number of complaints brought forward during this reporting period exceeds the number brought forward in any prior reporting period. Moreover, as the graph below shows, this increase builds upon substantial increases during two previous reporting periods: in the fall of 2015, following the publication of the results of the AAU Campus Sexual Climate Survey, and in the fall of 2017. While it is impossible to know with certainty the reasons for the sustained increase in reported complaints, it is my hope that it reflects, at least in large part, a growing awareness of the ways in which Yale’s resources can be helpful in addressing instances of sexual misconduct. We will gather more information about reporting patterns, community awareness, and the overall prevalence of sexual misconduct affecting the student community when we participate in the second AAU Campus Sexual Climate Survey in the spring of 2019.



I cannot overemphasize the importance of community engagement as we strive to prevent and address sexual

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

misconduct at Yale. Indeed, it was with the input of many of you that we recently launched an on-line, foundational training program, *Preventing and Responding to Sexual Misconduct*, to promote broad and consistent community awareness of our definitions and resources and to familiarize students, staff and faculty with basic prevention and bystander intervention strategies. Additionally, nearly 3,500 individuals have now participated in the graduate and professional student/faculty bystander intervention workshops, and more and more schools, departments and units are identifying ways—through surveys, conversations, workshops, and climate committees—to explore local cultural dynamics and pursue positive cultural change. To strengthen all of these efforts, and in support of the University’s broad goals for a diverse and inclusive campus, we are working closely with the Office of the Vice President for Student Life to harmonize our programs to address sex-based discrimination with the University’s initiatives to fortify its approach to other forms of discrimination and harassment.

As always, I welcome your questions and suggestions about the report or any of our programs to address and prevent sexual misconduct at Yale ([titleix@yale.edu](mailto:titleix@yale.edu) or 203-432-6854). And, as always, I must express my deep gratitude for all those who contribute to our programs and who foster our shared commitment to make Yale a safe and respectful community where all can thrive.

Stephanie Spangler  
August 21, 2018

## 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, 2018) 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. For example, Yale University defines “sexual assault” as “any kind of nonconsensual sexual contact, including rape, groping, or any other nonconsensual sexual touching.” 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 [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

## Statistical Summary of Complaints<sup>i</sup>

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (January 1 – June 30, 2018), 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 page 15 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
		YC Student	G&P Student	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	
<a href="#">Sexual Assault</a>	Complainant	50	10	2	0	0	0	3	0	65
	Respondent	36	2	0	0	5	1	3	18	
<a href="#">Intimate Partner Violence</a>	Complainant	2	1	1	0	0	0	0	0	4
	Respondent	2	1	1	0	0	0	0	0	
<a href="#">Sexual Harassment</a>	Complainant	28	17	13	0	0	4	0	1	63
	Respondent	18	3	13	0	19	2	6	2	
<a href="#">Stalking</a>	Complainant	4	3	0	0	0	0	0	0	7
	Respondent	2	0	0	0	0	0	3	2	
<a href="#">Other</a>	Complainant	10	3	0	1	0	0	1	0	15
	Respondent	5	1	0	0	5	0	0	4	
<b>TOTAL</b>									<b>154</b>	

**Table 2. Sexual Misconduct Complaints by Gender Configuration**

<sup>i</sup> 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 broader geographic jurisdiction than in the Clery report.

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

		Complainant gender					Total
		Female	Male	Other Gender Identity	Multiple Mixed Gender Complainants	Gender Not Known/ Reported	
Respondent gender	Female	3	2	0	0	0	<b>5</b>
	Male	127	5	2	0	3	<b>137</b>
	Other Gender Identity	0	0	0	0	0	<b>0</b>
	Multiple Mixed Gender Respondents	0	0	0	0	0	<b>0</b>
	Gender Not Known	8	0	1	0	3	<b>12</b>
<b>Total</b>		<b>138</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>6</b>	<b>154</b>

Table 3. Sexual Misconduct Complaints by Office or Committee

		Office or committee that addressed the complaint			Total
		UWC - Formal	Title IX Coordinator	YPD	
Category of sexual misconduct reported	<a href="#">Sexual Assault</a>	8	50	7	<b>65</b>
	<a href="#">Intimate Partner Violence</a>	0	3	1	<b>4</b>
	<a href="#">Sexual Harassment</a>	1	59	3	<b>63</b>
	<a href="#">Stalking</a>	0	5	2	<b>7</b>
	<a href="#">Other</a>	1	12	2	<b>15</b>
<b>Total</b>		<b>10</b>	<b>129</b>	<b>15</b>	<b>154</b>

In providing a range of formal and informal options for pursuing complaints, the University seeks to meet the varied needs of potential complainants. 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 [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. Also see page 21 of this report for an explanation of commonly-used terminology.

*During this reporting period (January 1 – June 30, 2018), there were 10 new complaints brought forward to the UWC, which are reported in this table.*

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC did not find sufficient evidence to support the allegation.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student alleged that another YC student engaged in sexual penetration and other sexual activity without consent. The UWC found sufficient evidence to support the allegations. The respondent was suspended for one term and is required to complete training on sexual consent.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student alleged that another YC student engaged in sexual penetration without consent. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student alleged that another YC student engaged in sexual activity without consent. The complainant further alleged that the respondent breached the UWC expectation of confidentiality in order to retaliate against the complainant for their participation in a UWC proceeding. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student alleged that another YC student engaged in sexual penetration and other sexual activity without consent. The UWC did not find sufficient evidence to support the allegation.

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

Yale College Student	Yale College Student	<a href="#">Other</a>	A YC student alleged that another YC student breached the UWC expectation of confidentiality and retaliated against the complainant. The UWC found sufficient evidence to support the allegation of retaliation. The respondent was reprimanded. No-contact restrictions were continued.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student alleged that another YC student engaged in sexual penetration without consent and violated the no-contact order in place between the parties during the UWC proceedings. The respondent withdrew from the university with the disciplinary charges pending, a fact that is noted on the respondent's transcript. The respondent is ineligible for reinstatement, re-enrollment, or a Yale College degree until the case has been adjudicated by the UWC.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC did not accept the complaint because it did not meet the requirements necessary to accept jurisdiction.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual assault</a>	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. No-contact restrictions were continued by agreement.
Yale College Student	Faculty	<a href="#">Sexual harassment</a>	A YC student alleged that a faculty member engaged in sexual harassment. The UWC found sufficient evidence to support the allegation. The respondent left the University with the disciplinary charges pending and is not eligible for rehire. The respondent is permanently barred from campus and University-sponsored events, is ineligible for honorific titles, and is restricted from interacting with Yale students and postdoctoral trainees.

### *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 21 of this report for an exploration of commonly-used terminology.

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

During this reporting period (January 1 – June 30, 2018), there were 77 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 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 direct 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	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual penetration without <a href="#">consent</a> . At the complainant’s request, the Title IX coordinator connected the complainant with the UWC and <a href="#">counseled the respondent</a> on appropriate conduct and referred the respondent for additional counseling.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made inappropriate comments to several students. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Stalking</a>	A YC student reported that another YC student with whom the complainant had been in a relationship followed the complainant and sent distressing messages to the complainant on multiple occasions. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct. The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Stalking</a>	A YC student reported that an YC student sent unwanted and distressing messages to the complainant on a number of occasions. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual penetration without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and facilitated a <a href="#">no-contact agreement</a> between the parties. The Title IX coordinator implemented academic and residential accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual penetration without <a href="#">consent</a> . The Title IX coordinator implemented academic and residential accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity with other YC students without their <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.

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	<a href="#">Sexual harassment</a>	YC students reported that several other YC students sent a message of a sexual nature to the complainants as a prank. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondents</a> on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Other</a>	A YC student reported that another YC student exposed himself in the presence of the complainant on multiple occasions. An administrator, in consultation with a Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct and moved the respondent to an alternate residential location. The Title IX coordinator referred the complainant to the YPD to discuss safety planning.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . The Title IX coordinator implemented extracurricular and residential accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student with whom the complainant had been in a relationship engaged in sexual penetration without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and facilitated a <a href="#">no-contact agreement</a> between the parties.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . The Title IX coordinator implemented extracurricular and residential accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student sent a message of a sexual nature to the complainant as a prank. An administrator, in consultation with a Title IX coordinator, implemented residential accommodations for the complainant and <a href="#">counseled the respondent</a> on appropriate conduct. A related complaint was filed with the Yale College Executive Committee for review.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual touching without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual touching without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct referred the respondent for additional counseling on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that other YC students displayed sexually-explicit materials and made an inappropriate comment to the complainant. A related complaint was filed with the Yale College Executive Committee for review.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual penetration without <a href="#">consent</a> . The Title IX coordinator implemented academic accommodations for the complainant.

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	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual touching without <a href="#">consent</a> . At the complainant's request, the Title IX coordinator connected the complainant with the UWC and the YPD. The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Other</a>	A YC student reported that another YC student exposed himself in the presence of the complainant on multiple occasions. An administrator, in consultation with a Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct and moved the respondent to an alternate residential location. An administrator implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made inappropriate comments and unwanted advances toward the complainant. The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made unwanted advances toward the complainant. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made unwanted advances toward the complainant. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.
Yale College Student	Staff	<a href="#">Sexual harassment</a>	An anonymous individual reported that a staff member paid unwanted attention to YC students. A Human Resources representative, in consultation with the Title IX coordinator, <a href="#">investigated</a> and could not substantiate the allegations.
Yale College Student	Staff	<a href="#">Sexual harassment</a>	A YC student reported that a group of staff members paid unwanted attention to the complainant on multiple occasions. The case is pending.
Yale College Student	Staff	<a href="#">Sexual harassment</a>	A YC student reported that a staff member paid unwanted attention to the complainant on multiple occasions. The Title IX coordinator <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent admitted to the conduct. The respondent's supervisor, in consultation with a Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct, imposed no-contact restrictions, and moved the respondent to an alternate work location.
Yale College Student	Faculty	<a href="#">Sexual harassment</a>	A YC student reported that a faculty member paid unwanted attention to the complainant on multiple occasions. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct. An administrator implemented academic accommodations for the complainant.

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	<a href="#">Sexual harassment</a>	A YC student reported that a faculty member paid unwanted attention to the complainant on multiple occasions. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and restricted the respondent's campus activities and access to residential and non-academic settings.
Yale College Student	Faculty	<a href="#">Sexual assault</a>	An anonymous individual reported that a former faculty member sexually assaulted an unidentified former YC student at a time when both were at Yale. The Title coordinator <a href="#">investigated</a> and could not substantiate the allegation.
Yale College Student	Non-Yale	<a href="#">Stalking</a>	A YC student reported that a non-Yale individual with whom the complainant had been in a relationship sent unwanted and distressing messages to the complainant on a number of occasions. The case is pending.
Yale College Student	Non-Yale	<a href="#">Sexual harassment</a>	A YC student reported that a visiting scholar made unwanted advances toward the complainant. After consulting with the complainant and the Title IX coordinator, an administrator <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Non-Yale	<a href="#">Sexual assault</a>	A YC student reported that more than one unknown non-Yale individual sexually assaulted the complainant during a study abroad program. The Title IX coordinator and the staff of the off-campus program connected the complainant with in-country resources and offered additional support and accommodations.
Yale College Student	Unknown	<a href="#">Sexual assault</a>	A YC student reported that an unknown individual sexually assaulted the complainant at an off-campus event hosted by a student organization. After consulting with the complainant, a Title IX coordinator <a href="#">counseled the leadership of the organization</a> on appropriate safety and security protocols.
Yale College Student	Unknown	<a href="#">Stalking</a>	A YC student reported that an unknown individual sent unwanted and distressing messages to the complainant on a number of occasions. The Title IX coordinator implemented academic accommodations for the complainant. The Title IX coordinator referred the complainant to the YPD to discuss safety planning.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A G&P student reported that another G&P student made unwanted advances toward the complainant. The case is pending.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual assault</a>	A former G&P student reported that a former G&P student, who is still a member of the Yale community, engaged in sexual penetration without consent at a time when the respondent was a student. The Title IX coordinator <a href="#">investigated</a> and could not substantiate the allegation. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on University sexual misconduct policies.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A G&P student reported that another G&P student made inappropriate comments to the complainant and other students. After consulting with the complainant, the Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Intimate partner violence</a>	A third party reported that two G&P students who were in a relationship had engaged in acts of physical violence toward each other. The Title IX coordinator investigated and could not substantiate the allegations. The Title IX coordinator referred both parties to SHARE and for alcohol counseling.

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	<a href="#">Sexual harassment</a>	G&P students reported that another G&P student made unwanted advances to multiple students. The Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct. The respondent withdrew from consideration for a student leadership position.
Graduate & Professional Student	Faculty	<a href="#">Sexual assault</a>	An former G&P student reported that an unidentified faculty member sexually assaulted the complainant at a time when both were at Yale. The Title coordinator <a href="#">investigated</a> and could not substantiate the allegation.
Graduate & Professional Student	Faculty	<a href="#">Policy on Teacher-Student Consensual Relations</a>	A faculty member reported that another faculty member engaged in a relationship with a G&P student in violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a> . The Title IX coordinator investigated and could not substantiate the allegation.
Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	A G&P student reported that a faculty member inappropriately touched the complainant and made an inappropriate comment to the complainant. After consulting with the complainant, the respondent's supervisor, in consultation with the Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct. The respondent admitted to the conduct and apologized to the student.
Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	A G&P student reported that a faculty member permitted a hostile environment to exist that impacted the complainant's academic experience. At the complainant's request, an administrator, in consultation with the Title IX coordinator, arranged for an alternate faculty advisor for the complainant.
Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	A G&P student reported that a faculty member with whom the complainant had been in a relationship sent unwanted messages to the complainant. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	Multiple faculty members reported that a former Yale faculty member made unwanted advances toward multiple students. The respondent was restricted from certain campus activities and settings.
Graduate & Professional Student	Faculty	<a href="#">Other</a>	A G&P student reported that a faculty member retaliated against the complainant for bringing a complaint. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on the University's retaliation policies. The respondent's supervisor will monitor the situation.
Graduate & Professional Student	Faculty	<a href="#">Policy on Teacher-Student Consensual Relations</a>	A faculty member reported that another faculty member engaged in a relationship with a G&P student in violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a> . The Title IX coordinator investigated and could not substantiate the allegation.
Graduate & Professional Student	Yale affiliate	<a href="#">Sexual assault</a>	A former G&P student reported that a former Yale affiliate engaged in sexual touching without consent when the complainant was a student. The respondent was no longer at Yale at the time of the complaint and is not eligible for Yale affiliation in the future. The Title IX coordinator referred the complainant to the YPD for a possible criminal complaint.

**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	Yale Affiliate	<a href="#">Sexual harassment</a>	A staff member reported that a Yale Affiliate sent threatening messages to an unidentified G&P student after the student declined the respondent's advances. The Title IX coordinator <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent's Yale activities were terminated.
Graduate & Professional Student	Non-Yale	<a href="#">Sexual harassment</a>	A G&P student reported that, during the student's training at an off-campus research site, a non-Yale individual made unwanted advances toward the complainant on multiple occasions. The student's faculty advisor, in consultation with the Title IX coordinator, referred the complaint to the respondent's employer. The employer counseled the respondent on appropriate conduct, moved the respondent to an alternate work location and imposed no-contact restrictions.
Graduate & Professional Student	Non-Yale	<a href="#">Sexual harassment</a>	A G&P student reported that, during the student's training at an off-campus research site, a non-Yale individual made unwanted advances toward the complainant on multiple occasions. The student's faculty advisor, in consultation with the Title IX coordinator, referred the complaint to the respondent's employer. The employer <a href="#">counseled the respondent</a> on appropriate conduct.
Graduate & Professional Student	Non-Yale	<a href="#">Sexual harassment</a>	A G&P student reported that a non-Yale individual made inappropriate comments to the complainant. At the complainant's request, the Title IX coordinator connected the complainant with SHARE and other non-University resources.
Graduate & Professional Student	Non-Yale	<a href="#">Stalking</a>	A G&P student reported that a former G&P student with whom the complainant had been in a relationship sent unwanted and distressing messages to the complainant on a number of occasions. After consulting with the complainant, the Title IX coordinator facilitated a <a href="#">no-contact agreement</a> between the parties. The Title IX coordinator referred the complainant to the YPD to discuss safety planning.
Graduate & Professional Student	Non-Yale	<a href="#">Sexual harassment</a>	A G&P student reported that, during the student's training at an off-campus research site, a non-Yale individual made unwanted advances toward the complainant. The case is pending.
Graduate & Professional Student	Non-Yale	<a href="#">Sexual harassment</a>	A G&P student reported that, during the student's training at an off-campus worksite, a non-Yale individual paid unwanted attention to the complainant on multiple occasions. The management of the off-campus site, in consultation with the Title IX coordinator, made workplace accommodations for the complainant and will monitor the situation.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member paid unwanted attention to the complainant on multiple occasions. The case is pending.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member paid unwanted attention to the complainant on multiple occasions. The Title IX coordinator <a href="#">investigated</a> and could not substantiate the allegations. The complainant's supervisor implemented workplace accommodations for the complainant. The respondent's supervisor, in consultation with the Title IX coordinator, referred the respondent for additional training 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
Staff	Staff	<a href="#">Sexual harassment</a>	Staff members reported that another staff member made inappropriate comments to the complainants. The Title IX coordinator <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent's supervisor, in consultation with the Title IX coordinator, restricted the respondent's interactions with other staff members and referred the respondent for additional training on appropriate workplace conduct.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member touched a YC student inappropriately. The case is pending.
Staff	Staff	<a href="#">Sexual harassment</a>	A former staff member reported that a former staff member paid unwanted attention to the complainant when both were staff members. The respondent was no longer at Yale at the time of the complaint. The Title IX coordinator will conduct training on appropriate conduct for the department.
Staff	Staff	<a href="#">Sexual harassment</a>	Staff members reported that another staff member made inappropriate comments to the complainants on multiple occasions. A Human Resources representative, in consultation with the Title IX coordinator, <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent received a written warning. The respondent's supervisor moved the respondent to an alternate work location and restricted the respondent's interactions with other staff members. The Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member inappropriately touched the complainant and others on multiple occasions. The Title IX coordinator <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member paid unwanted attention to the complainant on multiple occasions. The case is pending.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that a former staff member inappropriately touched the complainant and made inappropriate comments to others at a time when both were staff members. A Yale affiliate, in consultation with the Title IX coordinator, <a href="#">investigated</a> and could not substantiate the allegations.
Staff	Faculty	<a href="#">Sexual harassment</a>	A staff member reported that a faculty member made inappropriate comments to the complainant. A Human Resources representative, in consultation with the Title IX coordinator, implemented workplace accommodations for the complainant.
Staff	Faculty	<a href="#">Sexual harassment</a>	A staff member reported that a faculty member inappropriately touched the complainant and made an inappropriate comment to the complainant. After consulting with the complainant, the respondent's supervisor, in consultation with the Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct.
Staff	Faculty	<a href="#">Sexual harassment</a>	A staff member reported that a faculty member viewed sexually explicit content in the workplace. A Human Resources representative, in consultation with the Title IX coordinator, <a href="#">investigated</a> and could not substantiate the allegation. The Human Resources representative <a href="#">counseled the respondent</a> on appropriate conduct.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Staff	Non-Yale	<a href="#">Sexual assault</a>	A staff member reported that an unidentified non-Yale individual groped the complainant at an off-campus Yale-sponsored event. The event organizers, in consultation with the Title IX coordinator, will implement additional security and conduct policies for future events.
Postdoctoral trainee	Faculty	<a href="#">Policy on Teacher-Student Consensual Relations</a>	An anonymous individual reported that a faculty member engaged in intimate activities with an unidentified postdoctoral trainee in violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a> . The respondent's supervisor, in consultation with the Title IX coordinator, investigated and could not substantiate the allegations. The respondent's supervisor <a href="#">counseled the respondent</a> on appropriate conduct and will remind all faculty in the department about the University's policies on consensual relationships.
Yale Affiliate	Faculty	<a href="#">Sexual harassment</a>	A Yale affiliate reported that a faculty member sent unwanted and threatening messages to the complainant. After consulting with the complainant, an administrator <a href="#">counseled the respondent</a> on appropriate conduct and imposed no-contact restrictions. The Title IX coordinator referred the complainant to the YPD to discuss safety planning.
Yale Affiliate	Faculty	<a href="#">Sexual harassment</a>	A Yale affiliate reported that a faculty member made inappropriate comments to the complainant. The case is pending.
Yale Affiliate	Faculty	<a href="#">Sexual harassment</a>	A Yale affiliate reported that a faculty member made inappropriate comments to the complainant. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Yale Affiliate	Faculty	<a href="#">Sexual harassment</a>	A Yale affiliate reported that a faculty member inappropriately touched the complainant and made inappropriate comments to others. The respondent admitted to the conduct and resigned with disciplinary charges pending.
Non-Yale	Faculty	<a href="#">Policy on Teacher-Student Consensual Relations</a>	A non-Yale individual reported a possible violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a> . The case is pending.
Unknown	Faculty	<a href="#">Sexual harassment</a>	An anonymous individual reported that a faculty member made inappropriate comments to the complainant. 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. 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 Affiliate	<a href="#">Sexual harassment</a>	<i>Original summary:</i> A former YC student reported that a Yale affiliate paid unwanted attention to the complainant and other students.  <i>Update:</i> After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.

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

Yale College Student	Non-Yale	<a href="#">Sexual assault</a>	<p><i>Original summary:</i> A YC student reported that a non-Yale faculty member groped the complainant during an off-campus summer program. After consulting with the complainant, the Title IX coordinator referred the matter to the respondent's institution for further action. The other institution's review is pending.</p> <p><i>Update:</i> The respondent's institution <a href="#">investigated</a> and <a href="#">found sufficient evidence</a> to support the allegation. The respondent was removed from further participation in the summer program and restricted from contacting program participants.</p>
Graduate & Professional Student	Staff	<a href="#">Sexual harassment</a>	<p><i>Original summary:</i> G&amp;P students reported that a staff member made inappropriate comments to the complainants and other students.</p> <p><i>Update:</i> After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate workplace conduct. The respondent's supervisor will monitor the respondent's interactions with students.</p>
Graduate & Professional Student	Faculty	<a href="#">Policy on Teacher-Student Consensual Relations</a>	<p><i>Original summary:</i> A faculty member reported that another faculty member engaged in a relationship with a G&amp;P student in violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a>. The respondent admitted to the allegation and accepted a one-year suspension without pay.</p> <p><i>Update:</i> The complainant contacted the UWC alleging that an administrator failed to provide an accommodation requested by the complainant. The UWC referred the matter to the Title IX Office, which arranged appropriate accommodation.</p>
Graduate & Professional Student	Non-Yale	<a href="#">Sexual harassment</a>	<p><i>Original summary:</i> A G&amp;P student reported that a visiting scholar made repeated unwanted advances toward another G&amp;P student.</p> <p><i>Update:</i> The Title IX coordinator <a href="#">investigated</a> and could not substantiate the allegations.</p>

## 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 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
<a href="#">Sexual assault</a>	Complainant	8	0	0	0	0	0	0	0	8
	Respondent	4	0	0	0	0	0	0	4	

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

<a href="#">Sexual harassment</a>	Complainant	4	3	1	0	0	0	0	0	<b>8</b>
	Respondent	3	0	1	0	2	1	0	1	
<a href="#">Intimate partner violence</a>	Complainant	2	0	0	0	0	0	0	0	<b>2</b>
	Respondent	2	0	0	0	0	0	0	0	
										<b>18</b>

### 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 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 are not provided. Some complainants choose not to engage in further discussion with the coordinator or provide any additional information. The 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
<a href="#">Sexual assault</a>	Complainant	18	0	0	0	0	0	3	0	<b>21</b>
	Respondent	11	0	0	0	3	0	1	6	
<a href="#">Sexual harassment</a>	Complainant	7	1	0	0	0	0	0	0	<b>8</b>
	Respondent	5	0	0	0	2	0	0	1	
<a href="#">Other</a>	Complainant	5	0	0	0	0	0	0	0	<b>5</b>
	Respondent	1	1	0	0	0	0	0	3	
										<b>34</b>

Questions? See the [Title IX 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 21 of this report for an explanation of commonly-used terminology.

*During this reporting period (January 1 – June 30, 2018), there were 17 contacts with the YPD regarding possible sexual misconduct. 15 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.*

Case Num	Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
1341	Yale College Student	Yale College Student	<a href="#">Other</a>	A YC student reported that another YC student was looking into the complainant's room from an adjacent building. The YPD responded and identified the respondent. The investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1346	Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that an unknown individual, who claimed to be a member of a student organization, told the complainant to engage in sexual activity as a rite of initiation. The YPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1299	Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that an unknown individual, who claimed to be a member of a student organization, told the complainant to engage in sexual activity as a rite of initiation. The YPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1412	Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that an unknown individual, who claimed to be a member of a student organization, told the complainant to engage in sexual activity as a rite of initiation. The YPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1352	Yale College Student	Unknown	<a href="#">Other</a>	A YC student reported that an unknown individual exposed themselves to the complainant. The NHPD responded and the investigation is on going. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1342	Graduate & Professional Student	Non-Yale	<a href="#">Stalking</a>	A G&P student reported that an unknown individual sent numerous harassing email communications to the complainant. The NHPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1343	Graduate & Professional Student	Unknown	<a href="#">Stalking</a>	A G&P student reported that several unknown individuals followed the complainant to various off-campus locations. The YPD responded and could not identify the respondents. The YPD provided the complainant with transportation to their residence and <a href="#">information on safety and victim services</a> .

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

Case Num	Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
1347	Graduate & Professional Student	Unknown	<a href="#">Sexual assault</a>	A G&P student reported that an unknown individual groped the complainant while the complainant walked near campus. The YPD responded and could not identify the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1348	Graduate & Professional Student	Unknown	<a href="#">Sexual assault</a>	A G&P student reported that an unknown individual groped the complainant while the complainant walked near campus. The YPD responded and could not identify the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1349	Graduate & Professional Student	Unknown	<a href="#">Sexual assault</a>	A G&P student reported that an unknown individual groped the complainant while the complainant walked near campus. The YPD responded and could not identify the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1350	Graduate & Professional Student	Unknown	<a href="#">Sexual assault</a>	A G&P student reported that an unknown individual groped the complainant while the complainant walked near campus. The YPD responded and arrested the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1351	Graduate & Professional Student	Unknown	<a href="#">Sexual assault</a>	A G&P student reported that an unknown individual groped the complainant while the complainant walked near campus. The NHPD responded and could not identify the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1353	Graduate & Professional Student	Unknown	<a href="#">Sexual assault</a>	A G&P student reported that an unknown individual groped the complainant while the complainant walked near campus. The YPD responded and could not identify the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1344	Staff	Staff	<a href="#">Intimate partner violence</a>	A staff member requested assistance from the YPD to implement an order of protection resulting from a physical assault by another staff member with whom the complainant had been in a relationship. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
1354	Staff	Unknown	<a href="#">Sexual assault</a>	A staff member reported that an unknown individual groped the complainant while the complainant walked near campus. The NHPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .

Questions? See the [Title IX 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.<sup>ii</sup>

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](#).

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<sup>ii</sup> 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 broader 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](#).

“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., whether 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, a Title IX Coordinator, or an administrator working in consultation with the Title IX Coordinator, will meet with the respondent to review the complaint 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.

“*No-contact restrictions*”: In all UWC formal complaints, no-contact restrictions are put in place for the duration of the UWC review. In cases resolved through a Title IX Coordinator, no-contact restrictions are made by agreement of the parties. In some cases, a respondent is issued a warning to cease all forms of contact (including physical, verbal, and electronic) with the complainant, which may also limit access to all 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 connect 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 is investigating the complaint or the complainant is still evaluating options.

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