

Yale University

*Report of Complaints of Sexual Misconduct
Brought forward from January 1, 2016 through June 30, 2016*

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Introduction

Yale's semi-annual report of complaints of sexual misconduct is but one of a number of university initiatives intended to inform the community of efforts to address sexual misconduct on our campus and to engage all of us in building a culture of respect and inclusion where everyone can take full advantage of the many benefits Yale has to offer. While the report is designed to raise awareness about the complaints that are brought forward to the university and the procedures and resources available to address them, it has also been drafted with careful attention to the need to protect the privacy of the individuals involved in the complaints—individuals whose real, and often painful, experiences lie behind the report's statistics and general descriptions.

This report presents information about 88 complaints of sexual misconduct brought to the attention of university officials between January 1, 2016 and June 30, 2016. It also provides updated information on certain complaints that were first presented in earlier semi-annual reports. The "*Guide to This Report*," which follows this introduction, provides a more detailed description of the format and composition of the report and links to relevant policies, procedures and definitions. Additionally, for readers' convenience, links to key definitions and Frequently Asked Questions are placed throughout the report.

In our last semi-annual report--in an effort to underscore the primary role of the complainant in deciding if and how to move forward with a complaint--we reorganized the summaries of complaints addressed by the Title IX coordinators into three categories: 1) those complaints where the Title IX coordinator took action in accordance with the complainant's wishes; 2) those complaints where the Title IX coordinator engaged with the complainant to explore the complainant's wishes and explain options but the complainant decided to take no further action at this time; and 3) those complaints where the Title IX coordinator reached out to a potential complainant, but that person decided not to engage with the Title IX coordinator or provide additional information. In this report, we have presented information in the latter two categories in a statistical format. Since those categories contain complaints in which no further action was taken, the descriptions provide little, if any, additional information. That said, the complainants involved always have the option to pursue further action, in which case we will provide descriptive updates in future reports.

With this report, we have completed five years of reporting semi-annually to the Yale community. July of 2016 also marked the fifth anniversary of the initiation of the University-Wide Committee on Sexual Misconduct. This seems an appropriate time to share five-year, aggregate statistical information, which is presented after the January-July 2016 statistics.

While the number of complaints reported to university officials over the past five years far exceeds reporting levels in any prior five-year period, we know from both national statistics and our own participation in the 2015 AAU Sexual Climate Survey that this number represents only a fraction of the instances of sexual misconduct at Yale. With this in mind, we are redoubling our efforts to better understand and remove barriers to reporting.

Of course, effective prevention programs are essential if we are to eliminate sexual misconduct at Yale. It has been gratifying to see how local communities across the campus have used the AAU Survey results to raise awareness, stimulate productive conversation, and develop plans for further

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

action. Initiatives have included not only dozens of school and department based town hall meetings, but also workshops, curricular re-examination and design, the creation of local climate committees, the training of peer liaisons, and the expansion of bystander intervention programming to include features relevant to the graduate and professional student experience. While my colleagues and I have learned much and benefitted immensely from working with these local communities, we hope the broader university community will be the ultimate beneficiary of these initiatives.

As always, I welcome your questions and suggestions regarding the Report and the university's programs to address sexual misconduct—and I look forward with great enthusiasm to the community's continued and growing engagement in making meaningful and enduring culture change at Yale. You may contact me at titleix@yale.edu or by calling my office at (203) 432-4446.

Stephanie S. Spangler

August 15, 2016

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, 2016) and are organized according to the office or committee that addressed the complaint most recently and/or definitively: the University-Wide Committee on Sexual Misconduct (UWC), the Title IX coordinators, and the Yale Police Department (YPD).

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

While intended to be broadly informative, the report does have limitations. Because of privacy obligations, the report cannot fully convey the variety and complexity of circumstances associated with cases that may appear similar in the brief narrative descriptions. Likewise, the report assigns complaints to general categories such as “sexual assault” and “sexual harassment” that encompass broad ranges of behavior. We have embedded links to key definitions and terminology in the report (which also appear at the end of this report), so that readers can understand what behaviors may be included in any category. We 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 Complaintsⁱ

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (January 1 – June 30, 2016), 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 8 and 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
		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	
Sexual Assault	Complainant	28	1	0	0	0	0	0	1	30
	Respondent	20	3	0	0	0	0	1	6	
Intimate Partner Violence	Complainant	0	2	0	0	0	0	1	0	3
	Respondent	0	1	0	0	0	0	2	0	
Sexual Harassment	Complainant	19	10	6	0	7	2	0	0	44
	Respondent	13	3	6	0	12	6	3	1	
Stalking	Complainant	2	3	1	0	0	0	0	0	6
	Respondent	1	1	0	0	0	0	4	0	
Other	Complainant	3	0	0	0	0	0	2	0	5
	Respondent	3	0	0	0	1	0	0	1	
									TOTAL	88

ⁱ The sexual assault data in this report will not correspond to Yale’s annual report required under the federal Clery Act because this report uses a more expansive definition of sexual assault and includes cases from a wider geographic jurisdiction than in the Clery report.

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

Table 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	4	4	0	0	0	8
	Male	62	6	0	0	1	69
	Other Gender Identity	0	0	0	0	0	0
	Multiple Mixed Gender Respondents	0	0	0	0	0	0
	Gender Not Known	9	2	0	0	0	11
Total		75	12	0	0	1	88

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	4	24	2	30
	Intimate Partner Violence	0	0	3	3
	Sexual Harassment	1	40	3	43
	Stalking	0	2	4	6
	Other	0	3	2	5
	Total	5	69	14	88

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

Table 4. Five-Year Aggregate: Sexual Misconduct Complaints by University Affiliation

This table includes all complaints of sexual misconduct brought forward to the university between July 1, 2011 and June 30, 2016.

		University affiliation								Total
		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	
Sexual Assault	Complainant	117	23	4	0	1	0	9	2	156
	Respondent	107	18	6	0	1	2	4	18	
Sexual Harassment	Complainant	123	86	63	5	18	4	11	6	316
	Respondent	75	38	63	3	76	16	26	19	
Other *	Complainant	64	49	16	3	3	3	12	1	151
	Respondent	46	21	7	1	16	2	48	10	
									TOTAL	623

** For this aggregate table only, the [Other](#) category includes complaints of stalking and intimate partner violence.*

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.

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

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 19 of this report for an explanation of commonly-used terminology.

During this reporting period (January 1 – June 30, 2016), there were 5 new formal complaints brought forward to the UWC, which are reported in this table. In addition, below are updates to cases that were reported as pending in a previous report.

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 . The complainant withdrew the complaint. No-contact restrictions , which were imposed as an interim measure during the proceedings, were continued.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent . The case is pending .
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual touching without consent . The UWC found sufficient evidence to support the allegation. The respondent was suspended until May 2018 and required to receive training on sexual consent.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent . The complainant withdrew the complaint. No-contact restrictions , which were imposed as an interim measure during the proceedings, were continued.
Faculty	Faculty	Sexual harassment	A Title IX Coordinator brought a formal complaint alleging that a faculty member sexually harassed other faculty members. The respondent subsequently resigned. The Title IX Coordinator implemented workplace accommodations for members of the department. Should the respondent apply to return to Yale, eligibility for employment will be conditioned on the university's resolution of any outstanding complaint.

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

<p><i>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.</i></p>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A Title IX Coordinator brought a formal complaint alleging that a YC student engaged in sexual penetration of another YC student without consent. No-contact restrictions were imposed as an interim measure.</p> <p><i>Update:</i> The UWC found sufficient evidence to support the allegation. The respondent was expelled.</p>
Yale College Student	Faculty	Sexual assault	<p><i>Original summary:</i> A former student reported that a faculty member made unwanted advances when the complainant was a YC student.</p> <p><i>Update:</i> The former student brought a formal complaint alleging that a faculty member engaged in sexual harassment, sexual touching without consent, and retaliation. The case is pending.</p>
Graduate & Professional Student	Graduate & Professional Student	Stalking	<p><i>Original summary:</i> A G&P student reported that a G&P student with whom the complainant previously had a relationship sent unwanted messages on a number of occasions.</p> <p><i>Update:</i> A G&P student brought a formal complaint alleging that another G&P student engaged in sexual harassment. The UWC found sufficient evidence to support a finding that the respondent engaged in stalking and unacceptable conduct. The UWC did not find sufficient evidence to support the allegation of sexual harassment. The respondent was suspended until June 2017 and required to receive training on awareness of stalking behavior and harassment.</p>
Graduate & Professional Student	Faculty	Sexual harassment	<p><i>Original summary:</i> A G&P student reported to a Title IX Coordinator that a faculty member made inappropriate comments and made unwanted physical contact with the complainant.</p> <p><i>Update:</i> A Title IX Coordinator brought a formal complaint alleging that a faculty member engaged in sexual harassment that created a hostile environment. The case is pending.</p>
Staff	Faculty	Sexual harassment	<p><i>Original Summary:</i> A staff member reported to a Title IX Coordinator that a faculty member made unwanted advances and made unwanted physical contact.</p> <p><i>Update:</i> A Title IX Coordinator brought a formal complaint alleging that a faculty member sexually harassed a staff member. The UWC did not find sufficient evidence to support the allegation.</p>
Non-Yale	Yale College Student	Sexual assault	<p><i>Original summary:</i> A Title IX Coordinator brought a formal complaint on behalf of a non-Yale student who alleged that a YC student engaged in sexual penetration without consent and physically assaulted the complainant. No-contact restrictions were imposed as an interim measure.</p> <p><i>Update:</i> The UWC did not find sufficient evidence to support the allegations.</p>

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

Title IX Coordinators

The following complaints were brought forward to either the University Title IX Coordinator or a Deputy Title IX coordinator (any of whom are referred to here as “Title IX coordinator”). The Title IX coordinators do not conduct formal hearings. However, they investigate complaints to the degree possible and work with the complainant, the respondent, and, where appropriate, the respondent’s supervisor to achieve a resolution of the complaint, which may include sanctions for the respondent and remedies and ongoing accommodations for the complainant. They may also put in place measures to support and protect the complainant. In making their determinations and recommendations, the Title IX coordinators strive to comply with the complainant’s wishes for resolution while ensuring that the university provides a safe and nondiscriminatory environment for all members of the Yale community. See the [Title IX](#) website for more information. Also see page 19 of this report for an exploration of commonly-used terminology.

During this reporting period (January 1 – June 30, 2016), 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 coordinator identified measures that might be taken without involving the complainant or revealing to the respondent that a report has been made and consulted with the complainant prior to taking these actions. 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).

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual touching without consent . The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX Coordinator counseled the respondent on appropriate conduct.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual activity without consent . The case is pending .
Yale College Student	Yale College Student	Other	A YC student reported that another YC student violated no-contact restrictions. A Title IX Coordinator investigated and could not substantiate the allegations.
Yale College Student	Yale College Student	Stalking	An administrator informed a Title IX Coordinator that a YC student reported that another YC student with whom the complainant previously had a relationship had monitored the complainant electronically. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the administrator counseled the respondent on appropriate conduct and imposed no-contact restrictions .

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual penetration without consent. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX Coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Yale College Student	Yale College Student	Other	A YC student reported that another YC student retaliated against the complainant. The case is pending .
Yale College Student	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that another YC student made unwanted advances. The case is pending .
Yale College Student	Graduate & Professional Student	Sexual assault	A YC student reported that a G&P student engaged in sexual activity without consent . The complainant declined to pursue a formal complaint at this time. The Title IX Coordinator implemented workplace accommodations for the complainant.
Yale College Student	Yale College Student	Sexual assault	An administrator informed a Title IX Coordinator that a YC student reported that another YC student engaged in sexual activity without consent . The complainant declined to pursue a formal complaint at this time. The Title IX Coordinator implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that another YC student had paid unwanted attention to the complainant on a number of occasions. The case is pending .
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual touching without consent . The complainant intends to contact the UWC to file a formal complaint.
Yale College Student	Yale College Student	Sexual harassment	A faculty member reported that a YC student made inappropriate comments in a classroom. A Title IX Coordinator investigated and determined that the conduct did not constitute sexual misconduct and referred the matter to other campus officials for further action.
Yale College Student	Yale College Student	Sexual harassment	An administrator informed a Title IX Coordinator that a YC student reported that another YC student engaged in unwanted conduct of a sexual nature. The case is pending .
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student made unwanted advances. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX Coordinator counseled the respondent on the university's sexual misconduct policies 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 case is pending .
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual penetration without consent . The 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 [Title IX 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 non-Yale individual informed a Title IX Coordinator that a G&P student may have engaged in a relationship with a YC student in violation of the Policy on Teacher-Student Consensual Relations . The Title IX Coordinator investigated and could not substantiate the allegations.
Yale College Student	Staff	Sexual harassment	A YC student reported that a staff member made unwanted advances and inappropriate comments to the complainant. A Human Resources representative, in collaboration with a Title IX Coordinator, investigated and substantiated the allegations. The respondent's employment was terminated.
Yale College Student	Faculty	Sexual harassment	A YC student reported that a faculty member made inappropriate comments to the complainant. The case is pending .
Yale College Student	Faculty	Sexual harassment	A YC student reported that a faculty member made unwanted advances and made inappropriate comments to the complainant. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX Coordinator counseled the respondent on the university's sexual misconduct policies and the respondent resigned the advisory role with the complainant.
Yale College Student	Faculty	Sexual harassment	A YC student reported that a faculty member engaged in conduct of a sexual nature. The case is pending .
Yale College Students	Yale Affiliate	Sexual harassment	YC students reported that a Yale affiliate made inappropriate comments and made unwanted physical contact with the complainants. The Title IX Coordinator investigated and found sufficient evidence to support the allegations. The respondent's contract with the university was not renewed.
Yale College Students	Non-Yale	Sexual harassment	An administrator informed a Title IX coordinator that YC students reported that a non-Yale visitor on campus made inappropriate comments to the complainants. The administrator, in consultation with the Title IX coordinator, counseled the visitor's supervisor on appropriate conduct and asked the supervisor to monitor the visitor's interactions with students for the remainder of their time on campus.
Graduate & Professional Student	Graduate & Professional Student	Stalking	A G&P student reported that another G&P student followed the complainant and sent unwanted messages to the complainant on a number of occasions. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student reported that another G&P student engaged in sexual penetration without consent . The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Graduate & Professional Student	Graduate & Professional Student	Sexual harassment	A G&P student reported that another G&P student whom the complainant did not identify made inappropriate comments to the complainant and to others during a group social activity on campus. In collaboration with the Title IX Coordinator, an administrator counseled the leadership of the group 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
Graduate & Professional Student	Yale College Student	Sexual harassment	A G&P student reported that a YC student made unwanted advances. 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.
Graduate & Professional Student	Faculty	Sexual harassment	A faculty member in an administrative position informed a Title IX Coordinator that a G&P student reported that a faculty member made inappropriate comments. The complainant declined to pursue a formal complaint at this time. The faculty administrator, in consultation with the Title IX Coordinator, limited the respondent's administrative responsibilities and will monitor the respondent's interactions with students.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments and made unwanted physical contact with the complainant. The complainant declined to pursue a formal complaint at this time. The case is pending .
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments in the classroom. The case is pending .
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments to the complainant. The complainant declined to pursue a formal complaint at this time. The respondent's supervisor, in collaboration with the Title IX Coordinator, counseled the respondent on the university's sexual misconduct policies and will monitor the respondent's interactions with students.
Graduate & Professional Student	Yale Affiliate	Sexual harassment	An administrator informed a Title IX Coordinator that the administrator received an anonymous report from a G&P student alleging that a Yale affiliate made unwanted advances. The respondent's supervisor provided training on appropriate conduct to the entire department.
Graduate & Professional Student	Yale Affiliate	Sexual harassment	A G&P student reported that a Yale affiliate made inappropriate comments. The Title IX Coordinator implemented academic accommodations for the complainant and, after consulting with the complainant, counseled the respondent on appropriate conduct.
Graduate & Professional Student	Yale Affiliates	Sexual harassment	An administrator informed a Title IX Coordinator that the administrator received an anonymous report from a G&P student alleging that Yale staff affiliates made inappropriate comments. The respondents' supervisor provided training on appropriate conduct to the entire department.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made unwanted advances and inappropriate comments to the complainant on multiple occasions. The Title IX Coordinator investigated and found sufficient evidence to support the allegations. The respondent's employment was terminated.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant on a number of occasions. A Title IX Coordinator investigated and could not substantiate the allegations.
Staff	Staff	Sexual harassment	A staff member reported that two other staff members made inappropriate comments to the complainant. A Title IX Coordinator investigated and could not substantiate the allegations.

Questions? See the [Title IX 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 engaged in inappropriate conduct of a sexual nature. The case is pending.
Staff	Yale Affiliate	Sexual harassment	A staff member reported that a Yale affiliate engaged in a personal relationship with another Yale affiliate that created a hostile environment for the staff member. The respondents' employer, in consultation with the Title IX Coordinator, investigated and relieved the respondents of their duties at Yale.
Faculty	Graduate & Professional Student	Sexual harassment	A faculty member reported that a G&P student made inappropriate comments about the complainant. After consulting with the complainant, the Title IX Coordinator counseled the respondent on appropriate conduct.
Faculty	Non-Yale	Sexual harassment	A faculty member reported that a non-Yale visitor on campus made unwanted advances and made inappropriate comments to the complainant. A Title IX coordinator investigated and substantiated the allegations. The matter was referred to the respondent's supervisor for further action and the respondent was prohibited from further interactions with members of the Yale community.
Yale affiliate	Faculty	Sexual harassment	A Yale affiliate reported that a faculty member made inappropriate comments to the complainant. The complainant declined to pursue a formal complaint at this time. The respondent's supervisor, in collaboration with the Title IX Coordinator, counseled the respondent on the university's sexual misconduct policies.
Yale affiliate	Yale Affiliate	Sexual harassment	A Yale affiliate reported that another Yale affiliate displayed inappropriate sexual images in the workplace. The Title IX Coordinator referred the matter to the respondent's employer for further action.
Non-Yale	Faculty	Other	A non-Yale individual informed a Title IX Coordinator that a faculty member may have engaged in a relationship with students in violation of the Policy on Teacher-Student Consensual Relations . The Title IX Coordinator investigated and could not substantiate the allegations.

Questions? See the [Title IX 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 Center (SHARE), 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. 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 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 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
Sexual assault	Complainant	7	0	0	0	0	0	0	0	7
	Respondent	4	1	0	0	0	0	0	2	
Sexual harassment	Complainant	4	1	1	0	2	0	0	0	8
	Respondent	4	0	1	0	3	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. In these cases, the coordinator will reach out to the potential complainant to offer support and to discuss resources and options. 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
Sexual assault	Complainant	7	0	0	0	0	0	0	1	8
	Respondent	5	0	0	0	0	0	0	3	
Sexual harassment	Complainant	2	0	0	0	0	0	0	0	2
	Respondent	2	0	0	0	0	0	0	0	

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

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 College Student	Sexual harassment	<i>Original summary:</i> An administrator informed a Title IX Coordinator that a YC student reported that another YC student made unwanted advances. <i>Update:</i> 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	Sexual assault	<i>Original summary:</i> A YC student reported that another YC student engaged in sexual touching without consent . <i>Update:</i> 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 penetration without consent . <i>Update:</i> 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 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 19 of this report for an explanation of commonly-used terminology.

During this reporting period (January 1 – June 30, 2016), there were 16 contacts with the YPD regarding possible sexual misconduct. 14 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	Yale College Student	Sexual harassment	A YC student reported that another YC student paid unwanted attention to the complainant. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Non-Yale	Stalking	A YC student reported that a non-Yale individual followed 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 .

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	Non-Yale	Sexual assault	The SHARE Center referred a YC student who reported being sexually assaulted by a non-Yale individual. At the complainant's request, the YPD assisted the complainant with accessing medical attention. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Unknown	Sexual assault	A Title IX Coordinator referred a YC student who reported that an unknown individual attempted to sexually assault 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 College Student	Unknown	Other	A YC student reported that an unknown individual threatened to distribute sexual images of the complainant. The YPD investigation is ongoing. 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 and threatening 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	Intimate partner violence	A G&P student reported a physical assault by a non-Yale individual 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 .
Graduate & Professional Student	Non-Yale	Intimate partner violence	A G&P student reported a physical assault by a non-Yale individual 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 .
Graduate & Professional Student	Non-Yale	Stalking	A G&P student reported that a non-Yale individual sent harassing and threatening 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 .
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 .
Staff	Non-Yale	Stalking	A staff member 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 .
Faculty	Non-Yale	Sexual harassment	A faculty member reported that a non-Yale individual made inappropriate comments to the complainant. The YPD referred the matter to the respondent's supervisor who moved the respondent to a different work location. The YPD provided the complainant with information on safety and victim services .

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Faculty	Unknown	Sexual harassment	A Title IX Coordinator referred a faculty member who reported that an unknown individual left sexual messages in a classroom. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Non-Yale	Yale College Student	Other	A non-Yale individual reported that a YC student had distributed sexual images of the complainant to others. The YPD warned the respondent to cease distribution of the images.

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.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 nonconsensual sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when: (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing; or (2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment. Sexual harassment may be found in a single episode, as well as in persistent behavior. 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 [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Terminology Commonly Used in this Report

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

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

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

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

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

“Imposed **no-contact restrictions**”: In most cases, the respondent is issued a warning to cease all forms of contact (including physical, verbal, and electronic) with the complainant. In some cases, contact restrictions may limit access to any or certain parts of campus.

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

“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 [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.