

Yale University

*Report of Complaints of Sexual Misconduct
Brought forward from July 1, 2017 through December 31, 2017*

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Introduction

Yale University is committed to cultivating a culture of respect and inclusion, one in which individual and institutional aspirations can be fully realized—and one in which sexual misconduct has no place. In recent years the University has greatly expanded its initiatives to address and prevent sexual misconduct, initiatives that have benefitted immeasurably from strong and growing community engagement. One such initiative has been the semi-annual publication, beginning in January 2012, of reports of complaints of sexual misconduct brought to the University's attention.

This report, through both its descriptive and statistical summaries, is intended to inform the community about the types of complaints that come to the University's attention and to raise awareness about the procedures and resources available to address those complaints. Past reports have also served as means to stimulate community conversation about our campus culture and to encourage community engagement in developing and implementing ways to prevent sexual misconduct at Yale. While they are important sources of general information, the reports are not intended to create a venue for public discussion about specific complaints and are designed to protect the privacy of the individuals whose very real experiences are reflected in the statistics and complaint summaries.

The current report presents information about 124 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 July 1, 2017 and December 31, 2017. It also provides updates on 5 complaints that were first presented in previous reports. The number of complaints brought forward during this reporting period is notably large relative to previous reporting periods. While it is impossible to know with certainty the reasons for this increase, it is conceivable that heightened national attention to the issue of sexual misconduct has encouraged individuals to come forward to share their own experiences at Yale. Indeed, during the past few months in particular, we have heard from a number of former members of the Yale community about behaviors they experienced in the past while at Yale, and, in these cases, we have made our support resources and our complaint procedures, where relevant, available to them. At the same time we have also seen a relative increase in complaints brought forward by current members of our community. We hope that the overall increase reflects not only the greater national attention to this issue but also a growing awareness of and comfort with our procedures and resources.

As we look forward, we must continue to work together as a community to ensure that we maintain effective and accessible complaint procedures and support resources and that we pursue meaningful prevention initiatives. As campus conversation expands and deepens, we continue to identify opportunities to clarify aspects of our policies and procedures, and are working with our student advisory boards and others to revise our website and educational materials to include relevant clarifications. Later this spring we will launch a foundational on-line training available to students, faculty and staff. With the help of faculty and staff leaders, we are working to further develop our already popular graduate and professional student bystander intervention workshops (over 2000 participants to date) to be more relevant to specific departments and broader constituencies. And, to

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

better understand underlying trends and the impacts of our efforts on individuals' experiences, we plan to conduct the AAU Sexual Climate Survey once again in the Spring of 2019.

In closing, I must once again thank the many members of the Yale community who contribute to our efforts to eliminate sexual misconduct and ensure that our campus is a safe and respectful place. And, as always, I welcome your questions and suggestions regarding this report and the University's programs. You may reach me at titleix@yale.edu or by contacting my office at 203-432-6854.

Stephanie Spangler

February 28, 2018

Guide to this Report

This report includes both statistical and descriptive summaries of the complaints brought forward within this reporting period (July 1 – December 31, 2017) which are organized according to the office or committee that addressed the complaint most recently and/or definitively: the University-Wide Committee on Sexual Misconduct (UWC), the Title IX coordinators, and the Yale Police Department (YPD).

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

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

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

Statistical Summary of Complaintsⁱ

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (July 1 – December 31, 2017), regardless of when the alleged events occurred. To avoid duplication, the tables below do not include complaints presented as updates in this report since these complaints were already included in the statistical summaries of previous reports (information about the updates to these complaints can be found on pages 6 and 14 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	31	4	3	1	0	0	2	0	41
	Respondent	21	0	2	0	1	1	11	5	
Intimate Partner Violence	Complainant	2	1	1	0	1	0	0	0	5
	Respondent	2	1	0	0	0	0	2	0	
Sexual Harassment	Complainant	25	25	10	2	3	0	2	1	68
	Respondent	16	4	12	2	19	6	6	3	
Stalking	Complainant	5	1	0	0	0	0	0	0	6
	Respondent	2	0	0	0	0	0	4	0	
Other	Complainant	2	1	0	0	0	0	0	1	4
	Respondent	0	0	1	0	2	1	0	0	
TOTAL									124	

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	2	2	0	0	1	5
	Male	90	6	0	0	5	101
	Other Gender Identity	0	0	0	0	1	1
	Multiple Mixed Gender Respondents	0	0	0	0	0	0
	Gender Not Known	12	0	1	0	4	17
Total		104	8	1	0	11	124

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	Sexual Assault	1	33	7	41
	Intimate Partner Violence	0	3	2	5
	Sexual Harassment	0	65	3	68
	Stalking	0	3	3	6
	Other	0	3	1	4
Total		1	107	16	124

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.

Descriptive Summaries of Complaints

The descriptive summaries of complaints are organized in tables below according to the office or committee that reviewed and addressed the complaints, i.e., the University-Wide Committee on Sexual Misconduct (UWC), the Title IX coordinators, and the Yale Police Department (YPD).

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

University-Wide Committee on Sexual Misconduct: Formal Complaints

The following complaints were pursued through formal resolution with the UWC. In every case, the complainant was provided information about all options for pursuing complaints – including formal, informal, and criminal processes – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center ([SHARE](#)). See the [UWC Procedures](#) for more information.ⁱⁱ Also see page 19 of this report for an explanation of commonly-used terminology.

During this reporting period (July 1 – December 31, 2017), there was 1 new complaint brought forward to the UWC, and 1 updated complaint, which are reported in this table.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in groping. A second YC complainant, who had previously pursued informal resolution, brought a formal complaint alleging that the same respondent engaged in sexual harassment and groping. The UWC found sufficient evidence to support the allegations. The respondent was suspended for two terms.

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.

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

During this reporting period (July 1 – December 31, 2017), there were 107 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	Stalking	A YC student reported that another YC student with whom the complainant had been in a relationship followed the complainant on multiple 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 . The Title IX coordinator implemented residential accommodations for the complainant.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual activity without consent . The complainant declined to pursue a formal complaint at this time. 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 sexually assaulted the complainant. At the complainant’s request, the Title IX coordinator connected the complainant with the UWC. The complainant intends to file a formal complaint.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student made repeated unwanted advances toward the complainant. The complainant declined to pursue a formal complaint at this time. At the complainant's request, the Title IX coordinator connected the complainant with the YPD.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student made inappropriate comments to the complainant. The complainant declined to pursue a formal complaint at this time. At the complainant's request, the Title IX coordinator connected the complainant with SHARE.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student 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 appropriate conduct.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual activity without consent . The complainant declined to pursue a formal complaint at this time. The Title IX coordinator implemented academic and residential accommodations for the complainant.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student engaged in sexual activity in the presence of the complainant. The complainant declined to pursue a formal complaint at this time. An administrator, in consultation with a Title IX coordinator, implemented residential accommodations for the complainant and counseled the respondent on appropriate conduct.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student paid unwanted attention to the complainant on a number of occasions. The case is pending.
Yale College Student	Yale College Student	Stalking	A YC student reported that another YC student followed the complainant on multiple occasions and made several distressing phone calls to the complainant after the complainant declined the respondent's 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 and imposed no-contact restrictions . At the complainant's request, the Title IX coordinator connected the complainant with the YPD.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged 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 and referred the respondent for additional voluntary counseling on appropriate conduct.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student 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 appropriate conduct.
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that another YC student shared personal and sensitive information about the complainant with other students. 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.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual harassment	A YC student reported that members of a student organization required YC students to engage in sexual activities as a rite of initiation. After consulting with the complainant, an administrator counseled the leadership of the organization on appropriate conduct.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual intercourse without consent . At the complainant's request, the Title IX coordinator connected the complainant with the UWC. The complainant intends to file a formal complaint.
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual activity without consent . The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student engaged in sexual activity without consent . The complainant declined to pursue a formal complaint at this time. An administrator, in consultation with a Title IX coordinator, implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student groped the complainant. 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	Intimate partner violence	A YC student reported that another YC student with whom the complainant had been in a relationship threatened to physically assault the complainant. The complainant declined to pursue a formal complaint. After consulting with the complainant, the Title IX coordinator imposed no-contact restrictions .
Yale College Student	Yale College Student	Sexual assault	A YC student reported that another YC student sexually assaulted the complainant during an on-campus summer program. The complainant declined to pursue a formal complaint at this time. The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Staff	Sexual harassment	A YC student reported that a staff member made inappropriate comments to the complainant. The Title IX coordinator investigated and found sufficient evidence to support the allegation. The Title IX coordinator counseled the respondent on appropriate conduct.
Yale College Student	Staff	Sexual harassment	A YC student reported that a staff member paid unwanted attention to the complainant. The case is pending.
Yale College Student	Staff	Sexual harassment	A YC student reported that a staff member paid unwanted attention toward and made inappropriate comments to the complainant. The Title IX coordinator investigated and found sufficient evidence to support the allegation. The respondent's employment was terminated.
Yale College Student	Faculty	Sexual harassment	A YC student reported that a faculty member sexually harassed the complainant during a summer internship. The case is pending.
Yale College Student	Faculty	Sexual harassment	A former YC student reported that a faculty member paid unwanted attention to the complainant when the complainant was a student. A faculty administrator, in consultation with the Title IX Coordinator, limited the respondent's interactions with students.

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	Policy on Teacher-Student Consensual Relations	A YC student reported that a faculty member engaged in a relationship with another YC student in violation of the Policy on Teacher-Student Consensual Relations . The case is pending.
Yale College Student	Yale Affiliate	Sexual harassment	YC students reported that a Yale affiliate paid unwanted attention to the complainants and other students. The case is pending.
Yale College Student	Yale Affiliate	Sexual assault	A YC student reported that a Yale affiliate groped another YC student. The case is pending.
Yale College Student	Yale Affiliate	Sexual harassment	A YC student reported that a Yale affiliate 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 appropriate conduct.
Yale College Student	Non-Yale	Sexual assault	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.
Yale College Student	Non-Yale	Sexual assault	A YC student reported that a non-Yale individual sexually assaulted the complainant during an off-campus summer program. After consulting with the complainant, the Title IX coordinator provided additional training on Yale's policies and resources to the staff of the off-campus program.
Yale College Student	Non-Yale	Sexual assault	A YC student reported that a non-Yale individual sexually assaulted the complainant at an off-campus location. At the complainant's request, the Title IX coordinator connected the complainant with the SHARE Center. The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Non-Yale	Sexual assault	A YC student reported that a non-Yale student sexually assaulted 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.
Yale College Student	Non-Yale	Stalking	A YC student reported that a non-Yale individual sent unwanted and distressing messages to the complainant on a number of occasions. At the complainant's request, the Title IX coordinator connected the complainant with the YPD and SHARE.
Yale College Student	Unknown	Sexual assault	A YC student reported that an unidentified individual sexually assaulted the complainant. The complainant declined to pursue a formal complaint at this time. An administrator, in consultation with a Title IX coordinator, implemented academic accommodations for the complainant.
Graduate & Professional Student	Graduate & Professional Student	Sexual harassment	G&P students reported that another G&P student made inappropriate comments to the complainants and other students. The complainants declined to pursue a formal complaint at this time. After consulting with the complainants, the Title IX coordinator, counseled the respondent 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	Graduate & Professional Student	Sexual harassment	A G&P student reported that another G&P student made inappropriate comments to the complainant. The respondent was no longer at Yale at the time of the complaint.
Graduate & Professional Student	Graduate & Professional Student	Sexual harassment	A G&P student reported that another G&P student made inappropriate gestures to the complainant. The respondent admitted to the conduct and apologized to the complainant. The Title IX coordinator counseled the respondent on appropriate conduct.
Graduate & Professional Student	Staff	Sexual harassment	A G&P student reported that a staff member paid unwanted attention to the complainant on a number of occasions. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate workplace conduct.
Graduate & Professional Student	Staff	Sexual harassment	G&P students reported that a staff member made inappropriate comments to the complainants and other students. The complaint is pending.
Graduate & Professional Student	Postdoctoral Trainee	Sexual harassment	A G&P student reported that a postdoctoral trainee made inappropriate comments to the complainant. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the respondent's supervisor, in consultation with the Title IX coordinator, counseled the respondent on appropriate conduct.
Graduate & Professional Student	Postdoctoral Trainee	Sexual harassment	A G&P student reported that a postdoctoral trainee with whom the complainant had been in a relationship paid unwanted attention to the complainant. The complainant declined to pursue a formal complaint at this time. The Title IX coordinator implemented academic and workplace accommodations for the complainant.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a faculty member who was not identified made inappropriate comments to a Yale affiliate. The respondent's supervisor, in consultation with a Title IX coordinator, will conduct training on appropriate workplace conduct to the department and will monitor the situation.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member paid unwanted attention to the complainant. The complainant declined to pursue a formal complaint. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions .
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member engaged in inappropriate touching of the complainant. The complainant declined to pursue a formal complaint. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate conduct.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made repeated unwanted advances toward the complainant. 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 case is pending.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Staff	Faculty	Policy on Teacher-Student Consensual Relations	A staff member reported that a faculty member engaged in a relationship with a G&P student in violation of the Policy on Teacher-Student Consensual Relations . The Title IX coordinator investigated and could not substantiate the allegations.
Graduate & Professional Student	Faculty	Sexual harassment	G&P students reported that a faculty member made inappropriate comments to the complainants and other students. The complainants declined to pursue a formal complaint at this time. After consulting with the complainants, the respondent's supervisor, in consultation with the Title IX coordinator, counseled the respondent on appropriate conduct. The respondent's supervisor restricted the respondent's interactions with students at an off-campus affiliated program.
Graduate & Professional Student	Faculty	Sexual assault	A former G&P student reported that a former faculty member groped the complainant. The respondent was no longer at Yale at the time of the complaint. A review is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made repeated unwanted advances and inappropriate comments to the complainant. A review is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A G&P student reported that a faculty member made inappropriate comments to the complainant. At the complainant's request, the Title IX coordinator connected the complainant with the UWC.
Graduate & Professional Student	Yale Affiliate	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a Yale affiliate made inappropriate comments to the complainant. The complainant declined to pursue a formal complaint at this time. The Title IX coordinator implemented academic and workplace accommodations for the complainant.
Graduate & Professional Student	Yale Affiliate	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a Yale affiliate made inappropriate comments to the complainant. The complainant declined to pursue a formal complaint at this time. The Title IX coordinator implemented academic and workplace accommodations for the complainant.
Graduate & Professional Student	Yale Affiliate	Sexual harassment	A former G&P student reported that a Yale affiliate made unwanted advances and inappropriate comments to the complainant while the complainant was a student. The respondent was removed from an advisory position at the University.
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a non-Yale individual made inappropriate comments to the complainant. The management of the off-campus site conducted training on sexual harassment for all of its staff and will monitor the situation.
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that, during the student's training at an off-campus worksite, a non-Yale individual made inappropriate comments to the complainant. The management of the off-campus site conducted training on sexual harassment for all of its staff and will monitor the situation.
Graduate & Professional Student	Non-Yale	Sexual assault	A G&P student reported that a non-Yale individual sexually assaulted the complainant after an on-campus event. The case is pending.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that a visiting scholar made repeated unwanted advances toward another G&P student. The case is pending.
Graduate & Professional Student	Non-Yale	Sexual harassment	A G&P student reported that a non-Yale individual paid unwanted attention to the complainant at the complainant's off-campus residence. At the complainant's request, the Title IX coordinator implemented residential accommodations for the complainant.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant. The Title IX coordinator investigated and found sufficient evidence to support the allegation. The Title IX coordinator counseled the respondent on the University's sexual misconduct policies and referred the respondent for additional training on appropriate workplace conduct.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made repeated unwanted advances toward the complainant. The Title IX coordinator investigated and could not substantiate the allegations.
Staff	Staff	Sexual assault	A staff member reported that another staff member engaged in sexual activity without consent . The complainant declined to pursue a formal complaint. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate conduct and imposed no-contact restrictions . The respondent subsequently resigned.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant. The Title IX coordinator investigated and found sufficient evidence to support the allegation. The respondent's employment was terminated.
Staff	Staff	Sexual harassment	A staff member reported that other staff members made inappropriate comments at an off-campus conference. The case is pending.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made repeated unwanted advances toward another G&P student. The case is pending.
Staff	Staff	Sexual harassment	A staff member reported that another staff member made inappropriate comments to the complainant. The respondent admitted to the conduct. The Title IX coordinator counseled the respondent on appropriate conduct, the respondent received a probationary warning, and the complainant's supervisor implemented workplace accommodations.
Staff	Faculty	Sexual harassment	A staff member reported that a former faculty member made repeated unwanted advances and inappropriate comments to the complainant when the complainant was a student. A review is pending.
Staff	Yale Affiliate	Sexual harassment	A staff member reported that a Yale affiliate made repeated unwanted advances toward the complainant. The Title IX coordinator investigated and found sufficient evidence to support the allegation. The respondent's employment was terminated.
Postdoctoral Trainee	Staff	Sexual harassment	A postdoctoral trainee reported that a staff member paid unwanted attention to the complainant on a number of occasions. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the respondent's supervisor, in consultation with the Title IX coordinator, counseled the respondent on appropriate workplace conduct.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Faculty	Faculty	Sexual harassment	Faculty members reported that another faculty member made inappropriate comments towards others. The respondent's supervisor, in consultation with the Title IX coordinator, counseled the respondent on appropriate conduct. The respondent discontinued his participation in a University program.
Faculty	Faculty	Sexual harassment	A faculty member reported that another faculty member made repeated unwanted advances toward the complainant. The complainant declined to pursue a formal complaint at this time. The Title IX coordinator conducted training on appropriate conduct and bystander intervention for the department and will monitor the situation.
Non-Yale	Graduate & Professional Student	Sexual harassment	Non-Yale students reported that G&P students made inappropriate comments to the complainants during an off-campus social activity. After consulting with the complainant, an administrator counseled the leadership of the organization on appropriate conduct and worked with the organization to develop new policies related to alcohol at school-sponsored events.
Non-Yale Student	Staff	Sexual assault	A non-Yale student reported that staff member groped the complainant during an off-campus activity. The complainant declined to pursue a formal complaint at this time. After consulting with the complainant, the Title IX coordinator counseled the respondent on the University's sexual misconduct policies and appropriate workplace conduct.
Unknown	Staff	Policy on Relationships between Staff Members	An individual reported through the University Hotline that a staff member was engaging in a relationship with another staff member in violation of the Policy on Relationships between Staff Members. A Human Resources representative, in consultation with the Title IX coordinator, investigated and could not substantiate the allegations.
Unknown	Faculty	Sexual harassment	An unidentified individual reported that a faculty member made inappropriate comments and repeated unwanted advances to students and staff. A review 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
Staff	Faculty	Sexual harassment	<i>Original summary:</i> A staff member reported that a faculty member engaged in inappropriate touching of the complainant. <i>Update:</i> The complainant declined to pursue a formal complaint at this time. The Title IX coordinator implemented workplace accommodations for the complainant. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate conduct.
Graduate & Professional Student	Faculty	Policy on Teacher-Student Consensual Relations	<i>Original summary:</i> A faculty member reported that another faculty member engaged in a relationship with a G&P student in violation of the Policy on Teacher-Student Consensual Relations . <i>Update:</i> The Title IX coordinator investigated and could not substantiate the allegations.

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

Graduate & Professional Student	Faculty	Sexual harassment	<p><i>Original summary:</i> A G&P student reported that a faculty member made inappropriate comments to the complainant.</p> <p><i>Update:</i> The complainant declined to pursue a formal complaint at this time. The Title IX coordinator implemented academic accommodations for the complainant. After consulting with the complainant, the Title IX coordinator counseled the respondent on appropriate conduct.</p>
Graduate & Professional Student	Faculty	Sexual harassment	<p><i>Original summary:</i> A G&P student reported that the student observed a faculty member inappropriately touch a visiting faculty member during a department event.</p> <p><i>Update:</i> The G&P student declined to pursue a formal complaint at this time. The Title IX coordinator implemented academic accommodations for the student.</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
Sexual assault	Complainant	4	0	0	0	0	0	0	0	4
	Respondent	3	0	0	0	0	0	0	1	
Sexual harassment	Complainant	4	4	0	1	0	0	0	0	9
	Respondent	3	1	0	0	4	0	0	1	
Intimate partner violence	Complainant	1	1	0	0	0	0	0	0	2
	Respondent	1	1	0	0	0	0	0	0	
										15

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

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
Sexual assault	Complainant	9	0	0	0	0	0	0	0	9
	Respondent	6	0	0	0	0	0	1	2	
Sexual harassment	Complainant	6	0	0	0	0	0	1	0	7
	Respondent	5	0	0	0	1	0	0	1	
										16

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 (July 1 – December 31, 2017), there were 18 contacts with the YPD regarding possible sexual misconduct. 16 were handled primarily by the YPD and are described below. The remaining were referred to the UWC or a Title IX Coordinator for further investigation and resolution and are thus described above.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Non-Yale	Stalking	A YC student reported that a non-Yale individual followed the complainant to various campus and off-campus locations. The YPD investigated and arrested the respondent. 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 to various campus and off-campus locations. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Unknown	Other	A YC student reported that an unknown individual recorded and posted sexual images of the complainant online without the complainant's consent. The YPD investigated and determined that the images were not in fact of the complainant. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Unknown	Sexual assault	A YC student reported that an unknown individual sexually assaulted the complainant as the complainant walked near campus. The NHPD responded and could not identify the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Sexual assault	A staff member reported that a non-Yale individual groped the complainant while the complainant walked on campus. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Sexual assault	A G&P student reported that a non-Yale individual inappropriately touched the complainant while the complainant walked near campus. The YPD responded and could not locate the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Stalking	A G&P student reported that an unknown individual sent a distressing email communication to the complainant. The YPD investigated and could not identify the respondent. The YPD provided the complainant with information on safety and victim services .
Staff	Non-Yale	Sexual assault	A staff member reported that a non-Yale individual groped the complainant while the complainant walked near campus. The YPD investigated and could not identify the respondent. The YPD provided the complainant with information on safety and victim services .
Staff	Non-Yale	Sexual harassment	A staff member reported that a non-Yale individual made inappropriate comments to the complainant. At the request of the complainant, the YPD warned the respondent not to make inappropriate comments and provided the complainant with information on safety and victim services .
Staff	Non-Yale	Intimate partner violence	A staff member 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 .
Staff	Non-Yale	Sexual assault	A staff member reported that a non-Yale individual inappropriately touched the complainant while the complainant walked near campus. The NHPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Staff	Unknown	Sexual harassment	A staff member reported that an unknown individual sent inappropriate images of the complainant to the complainant's co-workers. The NHPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Postdoctoral Trainee	Non-Yale	Sexual assault	A postdoctoral trainee reported that a non-Yale individual inappropriately touched the complainant while the complainant walked near campus. 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	Non-Yale	Sexual harassment	A faculty member reported that a non-Yale individual sent inappropriate email communications to the complainant at the complainant's workplace. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Faculty	Non-Yale	Intimate partner violence	A faculty member reported a physical assault by a non-Yale individual with whom the complainant was in a relationship. The YPD investigated and no charges were pursued. The YPD provided the complainant with information on safety and victim services .
Non-Yale	Yale College Student	Sexual assault	A non-Yale student reported that a Yale College student inappropriately touched the complainant at an off-campus event. The NHPD responded and complainant declined to pursue a complaint. The YPD provided the complainant with information on safety and victim services .

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.

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.

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](#).

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

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

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.