

# Yale University

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*Report of Complaints of Sexual Misconduct  
Brought forward from July 1, 2013 through December 31, 2013*

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## **Introduction**

Yale University is committed to eliminating sexual misconduct on our campus. This commitment is evidenced not only in the statements of campus leaders but also in the daily actions of the faculty, staff, and students who lend increasing support to existing programs and help to craft new initiatives to address sexual misconduct and to build a campus-wide culture of respect and responsibility—a community where sexual misconduct of any kind has no place.

One of many initiatives supporting the University’s commitment is the publication of semi-annual reports of complaints of sexual misconduct. First issued in January of 2012 in response to President Richard Levin’s [call to action](#), the semi-annual report is intended to raise community awareness about complaints that come to the University’s attention, while maintaining the privacy of those involved.

One purpose of the report is to encourage broad discussion about Yale’s programs and procedures for addressing sexual misconduct. The last report, published on July 31, 2013, generated widespread discussion, including expressions of concern, about the University’s response to complaints of “nonconsensual sex.” These concerns were grounded in a laudable desire to confront the serious problem of sexual assault. At the same time, they underscored the report’s limited ability, due to privacy obligations, to convey the variation in circumstances associated with similarly described cases and the numerous factors that might determine discipline. In an attempt to add clarity to our definitions and transparency to our processes, therefore, we published [frequently asked questions](#) and a set of [scenarios](#), based upon hypothetical cases, illustrating Yale’s strict [definition of consent](#) and its application in complaint and disciplinary processes.

The current report has been modified in an attempt to add further clarity. Case descriptions now include embedded links to key definitions and terminology, and a reference to the FAQs appears on every page. Additionally, given the number of complaints of intimate partner violence, these are now presented as a discrete category rather than with “Other” complaints as in previous reports.

Many of the modifications in the current report have been informed by the input we received from members of the Yale community following our last report. I am especially grateful for the contributions of the Undergraduate and Graduate and Professional Student Advisory Boards, two student groups convened in the fall of 2013 to work with the Title IX Steering Committee in coordinating Yale’s strategies for addressing sexual misconduct on campus. These Advisory Boards provided candid and insightful critiques of the format and navigability of the report and made helpful suggestions to add clarity and ease of access to the information provided in the report.

The current report presents information about 70 complaints of sexual misconduct—a number that is slightly larger than those in previous reports. The complaints in the current report also reflect an increasing variety of behaviors that members of the community find unacceptable and choose to pursue through Yale’s processes. Additionally, in a number of cases, third parties either brought complaints forward directly or supported complainants in doing so. While too small to be characterized as “trends,” these subtle shifts suggest a deepening and encouraging awareness of Yale’s high standards for behavior and a growing interest in making use of our procedures and resources.

All that said, however, the number of complaints reported remains notably low relative to incidence rates published in national surveys of sexual assault and sexual violence. We must all be concerned by underreporting, and work together, not only to ensure that we have effective complaint procedures, but

also to cultivate a climate in which people feel supported in making complaints and in using those procedures. One recent initiative toward that end is the Communication and Consent Educators' [video project](#), which is intended to expand undergraduates' understanding of UWC procedures. I look forward to working with the community on other such initiatives.

In closing, I would like to reiterate that one purpose of this report – and one important aim of our broader programs – is to engage the community in discussion and productive debate about this critically important issue. Toward that end, I and other members of the Title IX Steering Committee will be hosting a series of meetings in the coming weeks for those members of the community interested in discussing the report and our programs (more information forthcoming). Additionally, I welcome your observations and recommendations; you may write to me at [titleIX@yale.edu](mailto:titleIX@yale.edu) or schedule a meeting by calling 203-432-4446.

Stephanie S. Spangler

February 3, 2014

## **Guide to This Report**

This report begins with a statistical summary of the complaints brought forward within this reporting period (July 1 – December 31, 2013). These statistics present the complaints by category of the misconduct, then by complainant and respondent and, in a change from previous reports, by the venue through which the complaint was primarily addressed. Descriptive summaries of individual complaints, grouped by venue, follow the statistics.

Frequently used terms are highlighted throughout this report with links to fuller descriptions (which also appear at the end of this report). A link to frequently asked questions about the report appears at the bottom of each page.

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

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (July 1 – December 31, 2013), regardless of when the alleged events occurred. 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.

Chart 1. Sexual Misconduct Complaints by Complainant Affiliation

		Complainant Affiliation								Total
		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	
Category of Sexual Misconduct Reported	<a href="#">Sexual Assault</a>	6	3	0	0	0	0	2	0	11
	<a href="#">Intimate Partner Violence</a>	6	1	0	0	0	0	2	0	9
	<a href="#">Sexual Harassment</a>	16	13	11	0	0	0	1	2	43
	<a href="#">Other</a>	2	3	0	0	1	0	0	1	7
<b>Total</b>		<b>30</b>	<b>20</b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>70</b>

Chart 2. Sexual Misconduct Complaints by Respondent Affiliation

		Respondent Affiliation								Total
		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	
Category of Sexual Misconduct Reported	<a href="#">Sexual Assault</a>	6	3	0	0	0	0	1	1	11
	<a href="#">Intimate Partner Violence</a>	5	1	0	0	1	0	2	0	9
	<a href="#">Sexual Harassment</a>	14	7	11	0	6	2	3	0	43
	<a href="#">Other</a>	0	0	1	1	1	1	3	0	7
<b>Total</b>		<b>25</b>	<b>11</b>	<b>12</b>	<b>1</b>	<b>8</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>70</b>

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

Chart 3. Sexual Misconduct Complaints by Venue

		Venue (Office or Committee that Addressed the Complaint)					Total
		UWC - Formal	UWC- Informal	Title IX Coordinator	YPD	HR	
Category of Sexual Misconduct Reported	<a href="#">Sexual Assault</a>	3	0	6	2	0	<b>11</b>
	<a href="#">Intimate Partner Violence</a>	2	0	2	5	0	<b>9</b>
	<a href="#">Sexual Harassment</a>	2	0	39	2	0	<b>43</b>
	<a href="#">Other</a>	0	0	3	4	0	<b>7</b>
	<b>Total</b>	<b>7</b>	<b>0</b>	<b>50</b>	<b>13</b>	<b>0</b>	<b>70</b>

In providing a range of options—including 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 potential complainant who decides whether or not to pursue a complaint, and in what venue. In certain unusual circumstances, such as those involving risks of 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.

## 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, the Yale Police Department (YPD), and Human Resources.

Although a complaint may be brought to multiple venues, each complaint is described only once in this report, based on where the majority of the actions taken occurred. The UWC, Title IX Coordinators, YPD, and Human Resources 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.

In every case, the complainant was provided information about all options, formal and informal, for review of his or her complaint as well as information regarding University resources. In addition, the complainant was provided information about support resources such as the Sexual Harassment and Assault Response & Education Center ([SHARE](#)).

### University-Wide Committee on Sexual Misconduct: Formal Complaints

The following complaints were pursued through formal resolution with the UWC. See the [UWC Procedures](#) for more information.

*During this reporting period (July 1 – December 31, 2013), there were 9 formal complaints brought forward to the UWC. Of these, 7 were new complaints and are reported in this table. In addition, 2 formal complaints brought to the UWC, which were reported as pending in a previous report, are included below as updates.*

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	<a href="#">Intimate partner violence</a>	A Title IX Coordinator <a href="#">brought a formal complaint</a> against a male YC student alleging that he committed acts of physical force, intimidation, and coercion toward another male YC student with whom he was having a relationship. In addition, the complaint alleged that the respondent violated a no contact agreement. The UWC found sufficient <a href="#">evidence</a> to support the allegations. The respondent was given a two-term suspension, will be on probation for the remainder of his time at Yale, is required to complete violence prevention training and is <a href="#">restricted from contacting</a> the other YC student involved.
Yale College Student	Yale College Student	<a href="#">Intimate partner violence</a>	A male YC student brought a complaint against another male YC student with whom he was having a relationship alleging that the respondent committed acts of physical force, intimidation, and coercion. A Title IX Coordinator also <a href="#">brought a complaint</a> against the respondent alleging that he violated a no contact agreement. The UWC found sufficient <a href="#">evidence</a> to support the allegations. The respondent was given a two-term suspension, will be on probation for the remainder of his time at Yale, is required to complete violence prevention training, and is <a href="#">restricted from contacting</a> the other YC student involved.

Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A female YC student alleged that a male YC student made unwanted advances and engaged in touching of a sexual nature without her <a href="#">consent</a> . The UWC found sufficient <a href="#">evidence</a> to support the allegations. The respondent was given a two-term suspension, is required to receive sexual <a href="#">consent</a> training and was <a href="#">restricted from contacting</a> the complainant.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A female G&P student alleged that a male G&P student physically assaulted her in a sexually threatening manner. The respondent is withdrawn from the University. Should the respondent be readmitted to the University, he must respond to any outstanding complaint.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual assault</a>	A female G&P student alleged that a male G&P student engaged in sexual intercourse without her consent. The UWC found insufficient evidence to support the allegation. The complainant and respondent were restricted from contacting each other.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A Title IX Coordinator <a href="#">brought a formal complaint</a> against a male G&P student alleging that he engaged in intimidating and sexually harassing behavior toward female G&P students and physically assaulted a female G&P student. The UWC found sufficient <a href="#">evidence</a> to support the allegations. The respondent was given a four-term suspension, was required to complete harassment prevention training and will be on probation for the remainder of his time at the University.
Non-Yale	Graduate & Professional Student	<a href="#">Sexual assault</a>	A Title IX Coordinator <a href="#">brought a formal complaint</a> against a male G&P student alleging that he made unwanted advances toward a female visitor and engaged in touching of a sexual nature without her <a href="#">consent</a> . The case is pending.
<b>Updates to previous complaints:</b> <i>The complaints below were reported as pending in a previous report and are not included in the statistical summary at the beginning of this report.</i>			
<b>Complainant</b>	<b>Respondent</b>	<b>Category of Misconduct Reported</b>	<b>Description/Actions Taken</b>
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	<i>Original summary:</i> A YC student reported that a male YC student made unwanted physical contact with her. The Title IX Coordinator informed the complainant about the options for formal and informal resolution and she has contacted the UWC. The case is pending.  <i>Update:</i> The female YC student brought a formal complaint to the UWC alleging that she had been sexually harassed by a male YC student. The UWC found sufficient <a href="#">evidence</a> to support the allegations. The respondent was given a four-term probation, was required to complete training on the appropriate use of alcohol, and was required to complete harassment prevention and gender sensitivity training with follow-up meetings once each term for the remainder of his time at Yale.

Faculty	Faculty	<a href="#">Sexual harassment</a>	<p><i>Original summary:</i> A faculty member reported sexual harassment by another faculty member. The case is pending.</p> <p><i>Update:</i> A Title IX Coordinator <a href="#">brought a formal complaint</a> against a male faculty member alleging that he had sexually harassed a female postdoctoral associate. Another male faculty member brought a related complaint against the same respondent alleging retaliation. The UWC found sufficient <a href="#">evidence</a> to support the allegation of sexual harassment and a failure to address a conflict of interest in a timely manner. The respondent was suspended from his leadership position and is required to complete harassment prevention training.</p>
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### University-Wide Committee on Sexual Misconduct: Informal Complaints

See the [UWC Procedures](#) for more information.

*During this reporting period (July 1 – December 31, 2013), there were 0 informal resolutions pursued through the UWC.*

### Title IX Coordinators

The following are cases in which the complainant chose to pursue resolution with 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 but may investigate complaints and work with the complainant, the respondent, and, where appropriate, the respondent’s supervisor to achieve a resolution of the complaint. See the [Title IX website](#) for more information.

*During this reporting period (July 1 – December 31, 2013), there were 50 cases pursued through the Title IX Coordinators. In addition, 4 complaints, which were reported as pending in a previous report, are included below as updates.*

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC administrator informed the Title IX Coordinator that a female YC student, who requested confidentiality, reported that a male YC student made unwanted advances toward her. The YC administrator, in consultation with the Title IX Coordinator, informed the complainant about the options for formal and informal resolution and the student chose not to pursue a complaint at this time.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student made unwanted advances toward her. A YC administrator, in consultation with the Title IX Coordinator, spoke with the respondent, <a href="#">counseled</a> him on appropriate conduct, and <a href="#">restricted the respondent from contacting</a> the complainant.

Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A third party reported that a female YC student, who requested confidentiality, stated that a male YC student made unwanted advances toward her. The Title IX Coordinator spoke with the respondent, who admitted the behavior. The Title IX Coordinator also <a href="#">counseled</a> the respondent on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student physically assaulted her and engaged in touching of a sexual nature without her <a href="#">consent</a> . The Title IX Coordinator informed the female student about the options for formal and informal resolution and the student contacted the UWC. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A male YC student reported that another male YC student made inappropriate comments of a sexual nature to him. The Title IX Coordinator informed the complainant about the options for formal and informal resolution and the student chose not to pursue a complaint at this time. A YC administrator, in consultation with the Title IX Coordinator, <a href="#">counseled</a> the respondent on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Intimate partner violence</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student with whom she previously had a relationship harassed and threatened her. The YC administrator, in consultation with the Title IX Coordinator, met with the respondent, <a href="#">counseled</a> him on appropriate conduct, and <a href="#">restricted him from contacting</a> the complainant.
Yale College Student	Yale Affiliate	<a href="#">Sexual harassment</a>	A YC administrator reported a male Yale affiliate made unwanted advances toward female YC students. The Title IX Coordinator investigated and did not find sufficient <a href="#">evidence</a> to support the allegations. The Title IX Coordinator <a href="#">counseled</a> the respondent on appropriate professional conduct.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student engaged in sexual intercourse without her <a href="#">consent</a> . The Title IX Coordinator informed the female student about the options for formal and informal resolution and the complainant chose not to pursue a complaint at this time.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student with whom she previously had a relationship paid unwanted attention to her and made inappropriate comments to her. The YC administrator, in consultation with the Title IX Coordinator, <a href="#">counseled</a> the respondent on appropriate conduct and <a href="#">restricted him from contacting</a> the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student paid unwanted attention to her. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student, who is no longer at Yale, engaged in sexual intercourse without her <a href="#">consent</a> . The Title IX Coordinator initiated an <a href="#">investigation</a> and the complainant chose not to pursue a complaint at this time.

Yale College Student	Yale College Student	<a href="#">Intimate partner violence</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported a male YC student with whom she previously had a relationship physically and emotionally abused her. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC administrator informed a Title IX Coordinator that a female YC student reported that a male YC student paid unwanted attention to her and harassed her. The Title IX Coordinator <a href="#">counseled</a> the respondent on appropriate conduct and <a href="#">restricted him from contacting</a> the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A third party informed the Title IX Coordinator that a female YC student reported that a male YC student sexually harassed her. The Title IX Coordinator <a href="#">investigated</a> and did not find sufficient <a href="#">evidence</a> to substantiate the allegations.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A third party informed the Title IX Coordinator that a female YC student reported that a male YC student, who was not identified, exposed himself to her. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A male YC student reported that a male YC student made unwanted advances toward him and engaged in touching of a sexual nature without his <a href="#">consent</a> . The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A female YC student reported that several male YC students paid unwanted attention to her and harassed her. The Title IX Coordinator <a href="#">counseled</a> the respondents on appropriate conduct, and <a href="#">restricted them from contacting</a> the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A third party informed the Title IX Coordinator that a female YC student reported that a male YC student, who was not identified, exposed himself to her. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC administrator informed the Title IX Coordinator that a female YC student reported that a male YC student, who is no longer at Yale, engaged in sexual intercourse without her <a href="#">consent</a> . The administrator, in consultation with the Title IX Coordinator, informed the complainant about the options for resolution and she chose not to pursue a complaint at this time.
Yale College Student	Staff	<a href="#">Sexual harassment</a>	A female YC student reported that a male staff member whom she could not identify made inappropriate comments of a sexual nature to her. The Title IX Coordinator <a href="#">investigated</a> and was unable to identify the respondent.
Yale College Student	Staff	<a href="#">Sexual Harassment</a>	A female YC student reported that a male staff member made inappropriate comments of a sexual nature to her. The respondent was suspended pending the investigation. The Title IX Coordinator <a href="#">investigated</a> and found sufficient evidence to support the allegations. The respondent was reassigned to a different work location and <a href="#">counseled</a> on appropriate workplace conduct.
Yale College Student	Faculty	<a href="#">Sexual harassment</a>	An administrator informed the Title IX Coordinator that a YC student reported that a male faculty member sexually harassed her. The administrator <a href="#">counseled</a> the respondent on appropriate professional conduct and <a href="#">restricted him from contacting</a> the complainant.

Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A G&P student reported that a male G&P student made inappropriate comments and gestures to other G&P students. The Title IX Coordinator <a href="#">counseled</a> the respondent on appropriate conduct and referred him for counseling.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	An anonymous G&P student reported that a G&P student, who was not identified, made inappropriate remarks of a sexual nature. The case is pending.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A faculty member reported that a female G&P student was sexually harassed by a male G&P student. The Title IX Coordinator informed the female student about the options for formal and informal resolution and she chose not to pursue a complaint at this time. The Title IX Coordinator met with the respondent, who admitted the behavior. The Title IX Coordinator also <a href="#">counseled</a> the respondent on appropriate professional conduct and referred him for alcohol counseling.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A faculty member reported that a male G&P teaching fellow made inappropriate comments of a sexual nature to students in the classroom. The supervising faculty member, in consultation with the Title IX Coordinator, <a href="#">counseled</a> the respondent on appropriate professional conduct.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual assault</a>	An administrator informed the Title IX Coordinator that a male G&P student reported that another male G&P student whom he did not identify engaged in touching of a sexual nature without his <a href="#">consent</a> . The Title IX Coordinator initiated an <a href="#">investigation</a> and the complainant chose not to pursue a complaint at this time.
Graduate & Professional Student	Yale College Student	<a href="#">Sexual harassment</a>	A female G&P teaching fellow reported that a male YC student played an inappropriate recording of a sexual nature in the classroom. The Title IX Coordinator <a href="#">investigated</a> and did not find sufficient <a href="#">evidence</a> to substantiate the allegations.
Graduate & Professional Student	Yale College Student	<a href="#">Sexual harassment</a>	A female G&P teaching fellow reported that a male YC student in her section made sexually inappropriate comments. The Title IX Coordinator <a href="#">counseled</a> the respondent on appropriate conduct and referred him for counseling. In addition, the supervising faculty member assumed responsibility for oversight of the respondent.
Graduate & Professional Student	Staff	<a href="#">Sexual harassment</a>	A female G&P student reported that a male staff member paid unwanted attention and made inappropriate comments of a personal nature to her. The Title IX Coordinator <a href="#">investigated</a> and found sufficient <a href="#">evidence</a> to support the allegations. The respondent was <a href="#">counseled</a> on appropriate workplace conduct, was assigned to a different work location, and was <a href="#">restricted from contacting</a> the complainant.
Graduate & Professional Student	Staff	<a href="#">Sexual harassment</a>	A male G&P student reported that a female staff member sexually harassed him. A Title IX Coordinator <a href="#">investigated</a> and did not find sufficient <a href="#">evidence</a> to substantiate the allegations.
Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	A female G&P student reported that a male faculty member made inappropriate comments of a personal nature to her. The Title IX Coordinator informed the complainant about the options for formal and informal resolution and she chose not to pursue a complaint at this time. An administrator of the school <a href="#">counseled</a> the respondent on appropriate professional conduct.
Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	A female G&P student reported that a male faculty member made inappropriate comments of a personal nature to her. The case is pending.

Graduate & Professional Student	Yale Affiliate	<a href="#">Sexual harassment</a>	A female G&P student reported that a male Yale affiliate paid unwanted attention and made inappropriate comments of a sexual nature to her. An administrator of the school, in consultation with the Title IX Coordinator, referred the complaint to the respondent's supervisor, who <a href="#">counseled</a> him on appropriate workplace conduct.
Graduate & Professional Student	Yale Affiliate	<a href="#">Other</a> (Violation of Policy on Teacher-Student Consensual Relations)	A G&P student reported that a male Yale affiliate engaged in a personal relationship with a female G&P student in violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a> . The respondent admitted the behavior, he was relieved of his University responsibilities, and his contract was not renewed.
Student (affiliation unknown)	Staff	<a href="#">Other</a> (Stalking)	An unidentified third party reported that a female student whom he did not identify stated she was harassed and stalked by a male staff member. The Title IX Coordinator <a href="#">investigated</a> and did not find sufficient <a href="#">evidence</a> to substantiate the allegations.
Staff	Staff	<a href="#">Sexual harassment</a>	A female staff member reported that a male staff member made inappropriate comments of a sexual nature to her. The respondent was suspended pending the investigation. The Title IX Coordinator <a href="#">investigated</a> and did not find sufficient <a href="#">evidence</a> to support the allegations. The suspension of the respondent was lifted.
Staff	Staff	<a href="#">Sexual harassment</a>	A male staff member reported that a female staff member sent an inappropriate communication to him. The Title IX Coordinator informed the complainant about the options for formal and informal resolution and he chose not to pursue a complaint at this time.
Staff	Staff	<a href="#">Sexual harassment</a>	A female staff member reported that a male staff member made inappropriate comments of a sexual nature to her. The Title IX Coordinator <a href="#">counseled</a> the respondent on appropriate workplace conduct.
Staff	Staff	<a href="#">Sexual harassment</a>	A female staff member reported that a male staff member made inappropriate comments of a sexual nature to her. A human resources representative and the director of the department, in consultation with the Title IX Coordinator, met with each of the parties and addressed the complainant's concerns.
Staff	Staff	<a href="#">Sexual harassment</a>	A female staff member reported that a male staff member made inappropriate comments of a sexual nature to her. The respondent admitted the behavior, received a three-day suspension, and the Title IX Coordinator <a href="#">counseled</a> him on appropriate workplace conduct. The complainant was moved, at her request, to an alternative work location.
Staff	Staff	<a href="#">Sexual harassment</a>	A female staff member reported that a male staff member made inappropriate comments of a personal nature to her. The Title IX Coordinator <a href="#">investigated</a> and did not find sufficient <a href="#">evidence</a> to support the allegations.
Staff	Staff	<a href="#">Sexual harassment</a>	A third party reported that a female staff member made inappropriate comments of a sexual nature to a male faculty member. An HR representative, in consultation with the Title IX Coordinator, <a href="#">investigated</a> and found sufficient <a href="#">evidence</a> to support the allegations. The HR representative <a href="#">counseled</a> the respondent on appropriate workplace conduct.

Staff	Faculty	<a href="#">Sexual harassment</a>	A female staff member reported that a male faculty member paid unwanted attention and made inappropriate comments of a personal nature to her. The respondent was suspended pending the investigation. The Title IX Coordinator <a href="#">investigated</a> and found sufficient <a href="#">evidence</a> to support the allegations. The respondent was <a href="#">counseled</a> on appropriate workplace conduct and was <a href="#">restricted from contacting</a> with the complainant.
Staff	Faculty	<a href="#">Sexual harassment</a>	A staff member reported that a male faculty member engaged in a personal relationship with a female staff member that created a hostile environment. The case is pending.
Staff	Non-Yale	<a href="#">Sexual harassment</a>	A female staff member reported that a male vendor paid unwanted attention and made inappropriate comments of a personal nature to her. The respondent's employer was notified about the allegations and the respondent was barred from the campus pending the investigation. The Title IX Coordinator <a href="#">investigated</a> and found sufficient <a href="#">evidence</a> to support the allegations. The Title IX Coordinator <a href="#">counseled</a> the respondent on appropriate professional conduct and the respondent was allowed to return to campus.
Non-Yale	Yale College Student	<a href="#">Sexual harassment</a>	A female non-Yale individual reported that a male YC student made unwanted advances toward her. The incident occurred in another jurisdiction and did not involve a Yale complainant and therefore the University's complaint processes are not applicable. The Title IX Coordinator met with the respondent and <a href="#">counseled</a> him on appropriate conduct.
Unknown	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A faculty member reported receiving two anonymous complaints stating that a male G&P student made inappropriate comments of a sexual nature. The Title IX Coordinator met with the respondent, who admitted the behavior. The Title IX Coordinator also <a href="#">counseled</a> the respondent on appropriate professional conduct and referred him for alcohol counseling.
Unknown	Faculty	<a href="#">Other</a> (Violation of Policy on Teacher-Student Consensual Relations)	An administrator reported receiving an anonymous complaint in which it was rumored that a male faculty member engaged in personal relationships with female students in violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a> . The Title IX Coordinator investigated and could not substantiate the allegations. The Title IX Coordinator discussed the allegations with the respondent's supervisor.
Unknown	Faculty	<a href="#">Sexual harassment</a>	An anonymous individual reported that a male faculty member made inappropriate comments of a sexual nature and engaged in other inappropriate conduct to several staff members. The respondent was suspended pending the <a href="#">investigation</a> , which is ongoing.
<b>Updates to previous complaints:</b> <i>The complaints below were reported as pending in a previous report and are not included in the statistical summary at the beginning of this report.</i>			
<b>Complainant</b>	<b>Respondent</b>	<b>Category of Misconduct Reported</b>	<b>Description/Actions Taken</b>
Yale College Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	<i>Original summary:</i> A YC administrator reported that a male G&P teaching fellow made inappropriate comments of a sexual nature to a female YC student in the classroom.  <i>Update:</i> An administrator, in consultation with the Title IX Coordinator, <a href="#">counseled</a> the respondent on appropriate conduct.

Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	<p><i>Original summary:</i> A Graduate &amp; Professional student reported that a male faculty member, whom she did not identify, had touched her inappropriately. The case is pending.</p> <p><i>Update:</i> The respondent was not identified in the anonymous report. An administrator of the school reported the incident to the department chair who will monitor the climate in the department.</p>
Graduate & Professional Student	Yale Affiliate	<a href="#">Sexual harassment</a>	<p><i>Original summary:</i> An anonymous G&amp;P student reported that several male Yale affiliates, whom she did not identify, made inappropriate remarks of a sexual nature. The case is pending.</p> <p><i>Update:</i> The respondents were not identified in the anonymous report. An administrator reported the incident to the department chair who held a training on harassment prevention for the department.</p>
Faculty	Faculty	Sexual harassment	<p><i>Original summary:</i> An anonymous faculty member reported that the behavior of a male faculty member created a climate of sexual harassment.</p> <p><i>Update:</i> The anonymous complaint did not identify the male faculty member but did identify the relevant department. The Title IX Coordinator <a href="#">investigated</a> and could not substantiate the allegations. An administrator reviewed the allegations with the head of the department.</p>

### Yale Police Department

The following are cases in which the complainant chose to contact the Yale Police Department (YPD), which addressed each case according to its procedures (see the [Yale Police website](#) for more information). All reports of possible sexual misconduct made to the YPD are reviewed by the University Title IX Coordinator.

<p><i>During this reporting period (July 1 – December 31, 2013), there were 20 contacts with the YPD regarding possible sexual misconduct. 13 were handled primarily by the YPD and are described below. The remaining 7 were referred to the UWC or a Title IX Coordinator for further investigation and resolution and are thus described above.</i></p>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Non-Yale	<a href="#">Intimate partner violence</a>	The YPD received a report of an altercation in progress. The YPD responded to the scene and determined that a female YC student had been physically assaulted by a male non-Yale individual, with whom she previously had a relationship. The YPD arrested the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale College Student	Non-Yale	<a href="#">Sexual harassment</a>	A female YC student reported that an unknown individual had sent her unwanted messages and a sexually explicit image. The YPD investigated and determined that the messages and the image had been sent by a male non-Yale individual. The YPD contacted the respondent who indicated that the messages and image were sent in error to the complainant. The complainant elected not to file charges.

Yale College Student	Non-Yale	<a href="#">Intimate partner violence</a>	The YPD received a report of an assault in progress. The YPD responded to the scene and found a female YC student being physically assaulted by a male non-Yale individual, with whom she was in a relationship. The YPD arrested the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale College Student	Non-Yale	<a href="#">Other</a> (Stalking)	A female YC student reported that she was being harassed and stalked by a male non-Yale individual. The YPD contacted the respondent and told him not to contact the complainant and that he is not permitted on the campus. The respondent subsequently returned to campus and was arrested. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Intimate partner violence</a>	A male G&P student reported threatening behavior by a female G&P student with whom he previously had a relationship. The YPD responded to the complainant's residence and confirmed that the respondent did not pose a threat to the complainant. The YPD told both parties to not contact each other and referred the matter to the school. An administrator of the school, in consultation with the Title IX Coordinator, met with the students and <a href="#">counseled</a> them on appropriate conduct.
Graduate & Professional Student	Non-Yale	<a href="#">Sexual assault</a>	A female G&P student reported a burglary in progress at her residence. The YPD responded and found a male non-Yale individual sexually assaulting the complainant. The YPD stopped the assault and arrested the non-Yale individual. The YPD transported the complainant for medical treatment and provided her with <a href="#">information on safety and victim services</a> .
Graduate & Professional Student	Non-Yale	<a href="#">Other</a> (Stalking)	A male G&P student reported that he received numerous unwanted emails and messages from a female non-Yale individual with whom he previously had a relationship. The YPD contacted the respondent and told her not to contact the complainant. The YPD provided the complainant with information on safety and victim services.
Graduate & Professional Student	Non-Yale	<a href="#">Other</a> (Stalking)	A female G&P student reported that she was concerned about stalking by a male non-Yale individual. The YPD contacted the respondent and told him not to contact the complainant and that he is not permitted on the campus. The YPD provided the complainant with information on safety and victim services.
Staff	Non-Yale	<a href="#">Sexual harassment</a>	A female staff member reported that she and her co-workers had received unwanted attention and communications from a non-Yale individual. The YPD contacted the respondent and told him not to contact the complainant and that he is not permitted on the campus.
Non-Yale	Yale College Student	<a href="#">Intimate partner violence</a>	The YPD was contacted by the authorities in another jurisdiction to report that a female non-Yale individual had been physically assaulted in that jurisdiction by a male YC student with whom she was in a relationship. The respondent was arrested by the authorities in the other jurisdiction.
Non-Yale	Faculty	<a href="#">Intimate partner violence</a>	A female non-Yale individual reported an altercation at her residence. The YPD responded and determined that the complainant had been physically assaulted by a male faculty member, with whom she has a relationship. The YPD arrested the respondent and provided the complainant with <a href="#">information on safety and victim services</a> .
Non-Yale	Unknown	<a href="#">Sexual assault</a>	A female visitor filed a complaint alleging that she was sexually assaulted on campus by an unknown male. The YPD investigation is ongoing.

Faculty	Postdoctoral trainee	<a href="#">Other</a> (Stalking)	A male faculty member reported that he was being stalked by a female postdoctoral trainee. The YPD investigation is pending. In the meantime, the trainee's employment was terminated.
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## Human Resources

Sexual misconduct cases may be brought to the Human Resources department and pursued through their grievance process. Complainants are provided with information about all options, formal and informal, for review of his or her complaint as well as information regarding University resources. See the [Human Resources website](#) for more information.

*During this reporting period (July 1 – December 31, 2013), 0 complaints were brought through the Human Resources grievance processes.*

## **Brief Definitions**

For Yale’s full definitions, go to the [Sexual Misconduct Response website](#).

Following are definitions for the specific terms Yale uses in this Report to categorize behaviors that make up the range of Sexual Misconduct.

**Sexual Assault** includes rape and any other form of sexual contact for which there is not consent.<sup>ii</sup>

**Consent** is defined by Yale 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 cannot be obtained from someone who is mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. For illustrations of Yale’s consent definition, see the *Sexual Misconduct Scenarios* at <http://smr.yale.edu/>.

**Intimate Partner Violence** describes the actual or threatened physical, sexual, verbal, or emotional abuse of a person by a current or former romantic partner.

**Sexual Harassment** includes nonconsensual sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, 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.

**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, stalking, violation of the [Policy on Teacher-Student Consensual Relations](#).

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

## 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.

“UWC *informal complaint*”: Informal resolution through the UWC does not include extensive investigation, a hearing, or a determination as to the validity of the allegations. The goal is to achieve a resolution that is desired by the complainant and acceptable to the respondent, and to counsel and educate the parties.<sup>iii</sup> 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 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 and to discuss and affirm expected behaviors.

“*Restricted the respondent from contacting* the complainant”: In some 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.

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<sup>iii</sup> Note that the University does not allow face-to-face mediation in cases alleging sexual violence.