

Yale University

*Report of Complaints of Sexual Misconduct
Brought forward from July 1, 2014 through December 31, 2014*

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Introduction

This report presents information about complaints of sexual misconduct brought to the attention of University officials and the actions taken by the University to address those complaints. More specifically, this report includes descriptions of all complaints brought forward between July 1, 2014 and December 31, 2014, as well as updates on certain complaints presented in prior reporting periods.

Like prior semi-annual reports, this report is intended to raise the community's awareness about the types of complaints that come to the University's attention and the procedures and officials available to respond to complaints. We also hope that it will continue to be a powerful stimulus for community discussion about issues relating to sexual misconduct and for community engagement in our efforts to prevent it. However, because the report must be composed to protect the privacy of the individuals involved, it cannot provide a public forum for discussion of specific cases.

The complaints in the report are presented in both statistical and narrative formats and are organized according to the office or committee that addressed the complaint most recently and/or definitively: the University Wide Committee on Sexual Misconduct (UWC), the Title IX Coordinators, and the Yale Police Department (YPD). Throughout the narrative portion of the report you will find cases that engaged more than one of these venues, evidence of 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, so that readers can understand what behaviors may be included in any category. We also include 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.](#)"

The current report presents information about 62 new complaints of sexual misconduct as well as 15 updates on complaints that were presented in previous reporting periods. The number of new complaints is in the range (43-70) of those presented in previous reports; the relatively large number of updates correlates with the number of cases pending in the last report. It remains challenging to identify meaningful statistical trends from the information in the reports. Additionally, the reports capture information only about complaints that have been brought forward; without additional information about unreported incidents of sexual misconduct on our campus, it is challenging to draw conclusions about patterns and trends.

Fortunately, we will soon have a critical new tool to measure the prevalence of campus sexual misconduct among students. Yale is participating with peer-institutions and the American Association of Universities to create and implement a survey – a quantitative measure of the experiences and perceptions of undergraduate, graduate, and professional students. The survey, which is currently being developed by distinguished sexual violence researchers, with input from campus experts in

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

institutional assessment, student life, and sexual violence prevention, will be distributed to all enrolled Yale students in the spring, so that the findings can be analyzed over the summer and shared with the community in the fall. We hope all students will take the time to complete it. The more responses we have, the more meaningful our data will be.

The active and ongoing engagement of the Yale community is essential to our efforts to eliminate sexual misconduct at Yale and to create and maintain a safe and respectful campus. As always, I welcome your comments and questions about the report and your suggestions regarding ways we can improve our programs and procedures. You may contact me at titleix@yale.edu or schedule a meeting by calling 203-432-4446.

Stephanie S. Spangler

February 5, 2015

Guide to This Report

This report begins with a statistical summary of the complaints brought forward within this reporting period (July 1 – December 31, 2014). 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.

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, 2014), 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. 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 Complainant Affiliation

		Complainant Affiliation								Total
		Undergrad	G&P	Staff	Postdoc	Faculty	Other Yale Affiliate	Non-Yale	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	8	4	1	0	0	0	0	0	13
	Intimate Partner Violence	2	4	1	0	0	0	1	0	8
	Sexual Harassment	12	8	3	0	2	1	1	2	29
	Stalking	5	3	0	1	1	0	0	0	10
	Other	0	2	0	0	0	0	0	0	2
Total		27	21	5	1	3	1	2	2	62

Table 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	Sexual Assault	6	4	1	0	0	0	0	2	13
	Intimate Partner Violence	2	1	0	0	1	0	3	1	8
	Sexual Harassment	7	3	3	1	7	2	2	4	29
	Stalking	1	2	0	0	1	0	5	1	10
	Other	0	0	0	0	2	0	0	0	2
Total		16	10	4	1	11	2	10	8	62

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 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	Sexual Assault	4	1	8	0	0	13
	Intimate Partner Violence	0	0	4	4	0	8
	Sexual Harassment	0	0	25	4	0	29
	Stalking	1	0	2	7	0	10
	Other	0	0	2	0	0	2
	Total	5	1	41	15	0	62

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.

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, 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.

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 complaints – 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.

During this reporting period (July 1 – December 31, 2014), there were 5 new formal complaints brought forward to the UWC, which are reported in this table. In addition, below are updates to cases that were reported as pending in a previous report and have been completed.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in touching of a sexual nature without her consent . The UWC found sufficient evidence to support the allegation. The respondent was placed on probation for the remainder of his time at the University, was restricted from contacting the complainant and was referred for training on sexual consent.
Yale College Student	Yale College Student	Sexual assault	A female YC student alleged that a male YC student engaged in sexual intercourse and other sexual acts without her consent . The UWC found sufficient evidence to support the allegations. The respondent was expelled.
Yale College Student	Yale College Student	Sexual assault	A Title IX Coordinator brought a formal complaint alleging that a male YC student engaged in touching of a sexual nature with a female YC student without her consent . The case is pending.
Yale College Student	Yale College Student	Sexual assault	A male YC student alleged that a female YC student engaged in sexual activity without his consent . The case is pending.

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

Graduate & Professional Student	Graduate & Professional Student	Stalking (and sexual harassment)	A Title IX Coordinator brought a formal complaint alleging that a male G&P student stalked and sexually harassed a female G&P student. The UWC found sufficient evidence to support the allegations and found in addition that the respondent physically assaulted the complainant. The respondent was suspended until the fall of 2016 and was restricted from contacting the complainant.
<p><i>Updates to previous complaints: The complaints below were reported as pending in a previous report as either a Title IX Coordinator or UWC complaint. They were included in the statistical summaries of the previous report and are therefore not included in the statistical summaries at the beginning of this report.</i></p>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A female YC student brought a formal complaint to the UWC alleging that a male YC student physically assaulted her and engaged in touching of a sexual nature without her consent.</p> <p><i>Update:</i> The complainant brought forward additional allegations of sexual harassment and retaliation by the respondent. The UWC found sufficient evidence to support the allegations of physical assault and sexual harassment. The respondent was suspended until the fall of 2015 and was restricted from contacting the complainant.</p>
Yale College Student	Yale College Students	Sexual harassment	<p><i>Original summary:</i> A female YC student alleged that two male YC students sexually harassed her.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC. The UWC found sufficient evidence to support the allegations. The respondents were placed on probation for the remainder of their time at the University and were restricted from contacting the complainant.</p>
Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A female YC student alleged that a male YC student engaged in sexual intercourse without her consent.</p> <p><i>Update:</i> A Title IX Coordinator brought a formal complaint to the UWC. The UWC did not find sufficient evidence to support the allegation. No-contact restrictions were continued.</p>
Yale College Student	Yale College Student	Retaliation (later changed to sexual harassment)	<p><i>Original summary:</i> A female YC student alleged that a male YC student threatened her with retaliation if she brought a complaint forward.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC. The UWC found sufficient evidence that the respondent impeded the UWC investigation and created a hostile environment for the complainant. The respondent was placed on probation for the remainder of his time at the University, was restricted from contacting the complainant and was referred for training on sexual harassment.</p>

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

Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A female YC student alleged that a male YC student engaged in sexual intercourse without her consent.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC. The UWC did not find sufficient evidence to support the allegation but did find that the respondent defied authority by violating a no-contact order. The respondent was given a written reprimand, was restricted from contacting the complainant and was referred for training on sexual consent.</p>
Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A female YC student alleged that a male YC student engaged in sexual intercourse without her consent.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC. The UWC found sufficient evidence to support the allegation. The respondent was placed on probation for the remainder of his time at the University.</p>
Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A female YC student alleged that a male YC student trespassed and engaged in touching of a sexual nature without her consent.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC. The UWC found sufficient evidence to support the allegations. The respondent was suspended until the fall of 2015, was restricted from contacting the complainant and was referred for training on sexual consent and alcohol counseling.</p>
Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A female YC student alleged that a male YC student engaged in sexual intercourse without her consent.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC. The UWC did not find sufficient evidence to support the allegation. No-contact restrictions were continued.</p>
Yale College Student	Yale College Student	Sexual harassment (later changed to sexual assault)	<p><i>Original summary:</i> A female YC student alleged that a male YC student made unwanted advances toward her.</p> <p><i>Update:</i> A Title IX coordinator brought a formal complaint to the UWC alleging that a male YC student engaged in touching of a sexual nature without a female YC student's consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended and his degree was withheld until December of 2015.</p>
Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A female YC student alleged that a male YC student harassed, intimidated and sexually assaulted her.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC and included additional allegations regarding violation of a no-contact order. The UWC did not find sufficient evidence to support the allegations. No-contact restrictions were continued.</p>

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

Yale College Student	Yale College Student	Sexual assault	<p><i>Original summary:</i> A YC student sought resolution of an informal complaint alleging that a male YC student had sexually assaulted her. The Chair of the UWC held a meeting with the respondent and an administrator of the College, referred the respondent for counseling, and imposed restrictions on contact between the parties.</p> <p><i>Update:</i> The female YC student brought a formal complaint to the UWC alleging touching of a sexual nature without her consent, trespass, and retaliation. The UWC found sufficient evidence to support the allegation of touching of a sexual nature without the complainant’s consent and found that the respondent defied authority by providing false information to university officials. The respondent was suspended through the spring of 2016.</p>
Yale College Student	Yale College Students	Sexual harassment	<p><i>Update:</i> In the course of the investigation of complaints of sexual harassment and retaliation, member(s) of a student organization were found to have impeded the investigation and created a hostile environment. Consequently, certain restrictions were imposed on the organization’s activities for a period of two years.</p>

University-Wide Committee on Sexual Misconduct: Informal Complaints

The following complaints were pursued through informal resolution with the UWC. In every case, the complainant was provided information about all options for pursuing complaints – including formal, informal, and criminal complaints – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center ([SHARE](#)). In cases where a complainant elects to pursue an informal resolution, the UWC may offer an informal investigation, counseling, or other means of resolving the complaint. The UWC may also recommend and assist in implementing interim measures and/or ongoing accommodations to support and protect the complainant. In resolving complaints, the UWC strives 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 [UWC Procedures](#) for more information.

During this reporting period (July 1 – December 31, 2014), there was 1 informal resolution pursued through the UWC. In each case, a formal resolution was offered to the complainant who declined to pursue the matter at this time.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A female G&P student alleged that a male G&P student engaged in sexual intercourse without her consent . The Chair of the UWC counseled the respondent on appropriate conduct and restricted him from contacting the complainant. In addition, the respondent resigned from a student leadership position. The option to file a formal complaint was offered to the complainant who declined to pursue the matter at this time.

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

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”). In every case, the complainant was provided information about all options for pursuing complaints – including formal, informal, and criminal complaints – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center ([SHARE](#)). The Title IX Coordinators do not conduct formal hearings. However, they investigate complaints to the degree possible and work with the complainant, the respondent, and, where appropriate, the respondent’s supervisor to achieve a resolution of the complaint, which may include sanctions for the respondent and remedies and ongoing accommodations for the complainant. They may also put in place interim measures to support and protect the complainant during an investigation. 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.

During this reporting period (July 1 – December 31, 2014), there were 41 cases pursued through the Title IX Coordinators. In addition, 3 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	Sexual harassment	A female YC student reported that a male YC student made unwanted advances. The Title IX Coordinator counseled the respondent on appropriate conduct and referred him for training on sexual harassment and sexual consent.
Yale College Student	Yale College Student	Sexual harassment	A female YC student reported that a male YC student made unwanted advances. The case is pending.
Yale College Student	Yale College Student	Intimate partner violence	A female YC student requested a no-contact order with regard to a male YC student with whom she previously had a relationship. The Title IX Coordinator restricted the respondent from contacting the complainant. The female student requested academic assistance and was referred to an administrator to coordinate the assistance.
Yale College Students	Yale College Student	Sexual harassment	A third party informed a Title IX Coordinator that a male YC student made unwanted advances toward female YC students, whom the reporter would not identify. The case is pending.
Yale College Student	Yale College Student	Sexual harassment	A female YC student reported that a male YC student made unwanted advances. The Title IX Coordinator counseled the respondent on appropriate conduct and restricted him from contacting the complainant.
Yale College Student	Yale College Student	Sexual assault	A third party informed a Title IX Coordinator that a female YC student reported that a male YC student engaged in touching of a sexual nature without her consent . The Title IX Coordinator counseled the respondent on appropriate conduct and referred him for training on sexual consent.
Yale College Student	Yale College Student	Sexual assault	A female YC student reported that a male YC student engaged in certain acts without her consent during otherwise consensual sexual activity. The Title IX Coordinator counseled the respondent on appropriate conduct and referred him for training on sexual consent.

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

Report of Complaints of Sexual Misconduct, July 1 – December 31, 2014

Yale College Students	Yale College Students	Sexual harassment	A female YC student reported that male YC students made inappropriate comments about her and other students. The case is pending.
Yale College Student	Yale College Student	Sexual harassment	A third party informed a Title IX Coordinator that a female YC student reported that a male YC student made unwanted advances. The female student declined to pursue a complaint at this time.
Yale College Students	Yale College Student	Stalking	A third party informed a Title IX Coordinator that a female YC student sent numerous unwanted messages to male YC students. The case is pending.
Yale College Students	Yale College Students	Sexual harassment	A third party informed a Title IX Coordinator that the activities of members of a student organization created a hostile sexual environment. The Title IX Coordinator counseled the leader of the student organization on appropriate conduct.
Yale College Student	Graduate & Professional Student	Sexual assault	A female YC student reported that a male G&P student engaged in sexual intercourse without her consent . The female student declined to pursue a complaint at this time. After consulting with the complainant, the Title IX Coordinator counseled the respondent on appropriate conduct, restricted him from contacting the complainant, and referred him for training on sexual consent.
Yale College Student	Graduate & Professional Student	Sexual harassment	A female YC student reported that a male G&P student made unwanted advances. The case is pending.
Yale College Student	Staff	Sexual harassment	A female YC student reported that a male staff member made inappropriate comments to her. The Title IX Coordinator investigated and found sufficient evidence to support the allegations. The respondent was counseled on appropriate workplace conduct and was referred for additional training.
Yale College Student	Unknown	Sexual assault	A third party informed a Title IX Coordinator that a male YC student reported that he was sexually assaulted by an unknown individual. The male student declined to pursue a complaint at this time.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A female G&P student alleged that a male G&P student engaged in sexual intercourse without her consent . The female student is considering filing a complaint with the UWC.
Graduate & Professional Student	Graduate & Professional Student	Sexual harassment	A female G&P student reported that a male G&P student made comments of a sexual nature about her. The Title IX Coordinator counseled the respondent on appropriate conduct, restricted him from contacting the complainant, and referred him for training on sexual harassment.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A female G&P student reported that a male G&P student engaged in touching of a sexual nature without her consent . The Title IX Coordinator counseled the respondent on appropriate conduct, restricted him from contacting the complainant, and referred him for training on sexual consent.
Graduate & Professional Student	Graduate & Professional Student	Intimate partner violence	A female G&P student reported that a male G&P student with whom she previously had a relationship physically assaulted her. The case is pending.

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

Graduate & Professional Students	Graduate & Professional Students	Sexual harassment	Two G&P students reported that inappropriate remarks about them had been published in a student-run newsletter. An administrator, in consultation with the Title IX Coordinator, counseled the publishers of the newsletter regarding appropriate content.
Graduate & Professional Student	Faculty	Other (Violation of Teacher-Student Consensual Relations Policy)	A third party informed a Title IX Coordinator that a male faculty member engaged in a personal relationship with a female G&P student in violation of the Policy on Teacher-Student Consensual Relations. The case is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A third party informed a Title IX Coordinator that a male faculty member made inappropriate comments to a female G&P student. The female student declined to pursue a complaint at this time.
Graduate & Professional Students	Faculty	Other (Violation of Policy on Teacher-Student Consensual Relations)	A faculty member informed a Title IX Coordinator about a rumor that a male faculty member engaged in personal relationships with students in violation of the Policy on Teacher-Student Consensual Relations . The Title IX Coordinator investigated and could not substantiate the allegations. The Title IX Coordinator counseled the respondent and discussed the allegations with the respondent's supervisor.
Graduate & Professional Students	Faculty	Sexual harassment	A G&P student reported that a male faculty member made inappropriate comments about female G&P students. The case is pending.
Graduate & Professional Student	Faculty	Sexual harassment	A male Graduate & Professional student reported anonymously that a male faculty member whom he did not identify made unwanted advances. The Title IX Coordinator could not substantiate the allegations.
Graduate & Professional Student	Yale Affiliate	Sexual harassment	An administrator informed a Title IX Coordinator that a G&P student reported that several male affiliates made inappropriate comments to her. The administrator, in consultation with the Title IX Coordinator, referred the complaint to the respondents' employer, who initiated an investigation. The employer counseled the respondents on appropriate workplace conduct and conducted training on sexual harassment for all of its staff. The Title IX Coordinator will monitor the situation.
Graduate & Professional Student	Non-Yale	Sexual harassment	A female G&P student reported that a male non-Yale recruiter on campus made unwanted advances. An administrator, in consultation with the Title IX Coordinator, contacted the career services office which barred the recruiter from conducting recruiting activities on campus.
Graduate & Professional Student	Unknown	Sexual assault	A third party informed a Title IX Coordinator that a female G&P student reported she had been sexually assaulted by an unidentified individual. The female student declined to pursue a complaint at this time.
Graduate & Professional Student	Unknown	Sexual harassment	A male G&P student reported that an unknown male made unwanted advances at an off-campus event. The Title IX Coordinator could not substantiate the allegations. The male student requested academic assistance and was referred to an administrator to coordinate the assistance.

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

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Graduate & Professional Student	Unknown	Intimate partner violence	The Yale Police informed a Title IX Coordinator that a third party reported a female G&P student had been physically assaulted by a male individual with whom she previously had a relationship. The Title IX Coordinator could not substantiate the allegations.
Staff	Staff	Sexual harassment	A female staff member reported that a male staff member made inappropriate comments to her and to others. The Title IX Coordinator investigated and found sufficient evidence to support the allegations. The respondent resigned from his position.
Staff	Staff	Sexual harassment	An administrator informed a Title IX Coordinator that two female staff members reported that a male staff member made inappropriate comments to them. The Title IX Coordinator investigated and found sufficient evidence to support the allegations. The respondent was issued a warning, was reassigned to a different work location, and was referred for training on appropriate workplace conduct.
Staff	Staff	Sexual assault	A female staff member reported that a male staff member engaged in touching of a sexual nature without her consent . The case is pending.
Staff	Faculty	Sexual harassment	A female staff member reported that a male faculty member engaged in inappropriate behaviors including unwanted physical contact with her. The Title IX Coordinator counseled the respondent on appropriate conduct and referred him for further training on sexual harassment.
Faculty	Faculty	Stalking	A female faculty member reported anonymously that a male faculty member whom she did not identify stalked her and made unwanted advances. The Title IX Coordinator could not substantiate the allegations.
Faculty	Faculty	Sexual harassment	A female faculty member reported that a male faculty member made inappropriate comments to her. The Title IX Coordinator counseled the respondent and his supervisor on appropriate conduct.
Non-Yale	Faculty	Intimate partner violence	A female former faculty member reported that a male faculty member with whom she was in a relationship years ago physically assaulted and intimidated her. The complainant declined to pursue the complaint and requested confidentiality. The Title IX Coordinator met with the department chair to review University sexual misconduct policies.
Unknown	Faculty	Sexual harassment	Anonymous reports were received alleging the inappropriate behavior of unidentified faculty in a department. The case is pending.
Unknown	Faculty	Sexual harassment	An anonymous report was received alleging that a male faculty member engaged in a personal relationship with a female faculty member that created a hostile environment. The case is pending.
Yale Affiliate	Postdoctoral Trainee	Sexual harassment	A female Yale affiliate reported that a male postdoctoral trainee made unwanted advances. The Title IX Coordinator counseled the respondent on appropriate conduct, restricted him from contacting the complainant, and discussed the allegations with his supervisor.

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

Non-Yale	Yale Affiliate	Sexual harassment	A male non-Yale individual reported that a male Yale affiliate made unwanted advances. The Title IX Coordinator investigated and found sufficient evidence to support the allegations. The respondent was relieved of his Yale responsibilities.
<i>Updates to previous complaints: The complaints below were reported as pending in a previous report and are not included in the statistical summaries at the beginning of this report.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Faculty	Faculty	Sexual harassment	<i>Original summary:</i> A female faculty member reported that a male faculty member made unwanted advances and inappropriate comments to her and to others. <i>Update:</i> The Title IX Coordinator investigated and found sufficient evidence to support the allegations. The respondent was counseled on appropriate workplace conduct, was removed from his leadership position, and was required to undergo intensive sexual harassment training.
Non-Yale	Faculty	Sexual harassment	<i>Original summary:</i> A third party reported that a male faculty member sexually harassed female non-Yale individuals. The Title IX Coordinator initiated an investigation. <i>Update:</i> The Title IX Coordinator investigated and determined that the original allegations and subsequent allegations of misconduct either could not be substantiated or, even if substantiated, would not constitute violations of Yale policy.
Staff	Staff	Sexual harassment	<i>Original summary:</i> A female staff member reported that a male staff member made inappropriate comments of a sexual nature to her. <i>Update:</i> The Title IX Coordinator investigated and found sufficient evidence to support the allegations. The respondent was issued a written warning, his supervisory responsibilities were modified, and he was referred for training on appropriate workplace conduct.

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

Yale Police Department

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

During this reporting period (July 1 – December 31, 2014), there were 17 contacts with the YPD regarding possible sexual misconduct. 15 were handled primarily by the YPD and are described below. The remaining were referred to the UWC or a Title IX Coordinator for further investigation and resolution and are thus described above.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Intimate partner violence	A Title IX Coordinator referred a female YC student who reported that she was physically assaulted by a male YC student with whom she previously had a relationship. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Stalking	A Title IX Coordinator referred a female G&P student who reported that a male non-Yale individual sent her sexually explicit and threatening messages on multiple occasions. The complainant declined to pursue criminal charges at this time. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Intimate partner violence	A Title IX Coordinator referred a female G&P student who reported that she received threatening communications from a male non-Yale individual with whom she previously had a relationship. The complainant declined to pursue criminal charges at this time. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Non-Yale	Stalking	A female YC student reported that a male non-Yale individual followed her on a number of occasions and laid in wait outside her residence. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .
Graduate & Professional Student	Non-Yale	Intimate partner violence	A female G&P student reported that a male non-Yale individual with whom she previously had a relationship threatened her with physical harm. The YPD referred the complaint to the authorities in the relevant out-of-state jurisdiction, who contacted the respondent, warned him not to contact the complainant, and informed him that he is not permitted on the Yale campus. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Non-Yale	Stalking	A female YC student reported that an unknown individual followed her on a number of occasions. The YPD investigated and identified the respondent, a male non-Yale individual. The YPD warned the respondent that he is not permitted on the Yale campus and provided the complainant with information on safety and victim services .
Staff	Non-Yale	Intimate partner violence	A female staff member reported that a male non-Yale individual with whom she was in a relationship threatened her. The YPD investigation is ongoing. 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.

Graduate & Professional Student	Non-Yale	Stalking	A female G&P student reported that a male non-Yale individual followed her on a number of occasions. The YPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services .
Postdoctoral Trainee	Non-Yale	Stalking	A female postdoctoral trainee reported that a male non-Yale individual with whom she previously had a relationship followed her and sent her unwanted messages on a number of occasions. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Yale College Student	Unknown	Sexual harassment	A female YC student reported that an unknown individual left her a sexually explicit voicemail. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Yale College Students	Graduate & Professional Student	Stalking	Two female YC students reported that a male G&P student followed them and laid in wait for them outside their residence. The YPD investigated and a warrant was issued for the respondent's arrest. The YPD provided the complainants with information on safety and victim services .
Yale College Student	Unknown	Sexual harassment	A female YC student reported that an unknown individual left her a sexually explicit voicemail. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Yale College Students	Unknown	Sexual harassment	A third party reported that inappropriate comments had been posted to a public website about several female YC students, who requested anonymity. The YPD investigation is ongoing. The YPD provided the complainants with information on safety and victim services .
Yale College Student	Unknown	Stalking	A female YC student reported that a male non-Yale individual followed her on a number of occasions. The YPD investigation is ongoing. The YPD provided the complainant with information on safety and victim services .
Faculty	Non-Yale	Sexual harassment	A female faculty member reported that a male non-Yale individual made inappropriate comments to her. The faculty member declined to pursue criminal charges at this time. The YPD provided the complainant with information on safety and victim services .

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, 2014), 0 complaints were brought through the Human Resources grievance processes.

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

Brief Definitions

For more information on Yale's sexual misconduct policies and definitions, go to the [Sexual Misconduct Response website](#).

The 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 is any kind of nonconsensual sexual contact, including rape, groping, and any other nonconsensual sexual touching. ⁱⁱ

Sexual activity requires **consent**, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred from the absence of a "no"; a clear "yes," verbal or otherwise, is necessary. Consent to some sexual acts does not constitute consent to others, nor does past consent to a given act constitute present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked at any time.

Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity.

Engaging in sexual activity with a person whom you know -- or reasonably should know -- to be incapacitated constitutes sexual misconduct. For illustrations of Yale's consent definition, see the *Sexual Misconduct Scenarios* at <http://smr.yale.edu/>.

Intimate partner violence (IPV) occurs when a current or former intimate partner uses or threatens physical or sexual violence. IPV also may take the form of a pattern of behavior that seeks to establish power and control by causing fear of physical or sexual violence. Stalking may also constitute IPV.

Sexual harassment consists of nonconsensual sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when: (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing; or (2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment. Sexual harassment may be found in a single episode, as well as in persistent behavior. Both men and women are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex 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, and violations of the [Policy on Teacher-Student Consensual Relations](#).

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

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

Terminology Commonly Used in this Report

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

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

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

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

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

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

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

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

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