

Yale OFFICE OF THE PROVOST

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Courier
2 Whitney Avenue, Suite 400
New Haven CT 06510

VIA EMAIL

September 30, 2019

House Clerk's Office
Email: HCOAgencyReport@cga.ct.gov

Re: Yale University Report Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus for Calendar Year 2018.

On behalf of Yale University, I am writing to submit a report to the Connecticut General Assembly pursuant to Section 10a-55m(f) of the Connecticut General Statutes. The text below is organized to respond to the subsections within Section 10a-55m(f) of the Connecticut General Statutes.

University Policies

Yale University's policies prohibiting sexual misconduct, including sexual assault, intimate partner violence, and stalking, are widely publicized to the Yale community both in print and electronically. These policies are posted prominently online (<http://smr.yale.edu>) and in the University's "*Preventing and Responding to Sexual Misconduct*" booklet (available at <http://smr.yale.edu>), which is provided in electronic format to all students, faculty, and staff and in printed format to all incoming students, faculty, and staff.

Attached as Exhibit A are the following documents relating to Section 10a-55m(f)(1):

- A-1: Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period January 1, 2018 through July 12, 2018.
- A-2: Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period July 13, 2018 through December 31, 2018.

Victim's Rights and Options

The University provides written notification (see Exhibit B) of rights, options, and resources to all victims of sexual assault, intimate partner violence, and stalking. All Title IX coordinators, members of the Yale Police Department, and the staff of the University-

Wide Committee on Sexual Misconduct (“UWC”), the University’s internal disciplinary board for complaints of sexual misconduct, are advised to provide this document to anyone reporting an incident of sexual misconduct.

Attached as Exhibit B is the following document relating to Section 10a-55m(f)(2):

- Yale handout *Key Points to Remember*, dated January 2018.

Prevention, Awareness, and Risk Reduction Programs

The University provides prevention, awareness, and risk reduction programming to the Yale community through a number of venues, including orientation sessions, topic-specific seminars, departmental meetings, electronic communications, and the Sexual Misconduct Response and Prevention website (<http://smr.yale.edu>).

In Yale College, one prominent and ongoing initiative is the Communication and Consent Educators (“CCEs”) program (<http://cce.yalecollege.yale.edu/>). The CCEs are a diverse group of more than fifty undergraduates who work with the Assistant Dean of Student Affairs of Yale College to foster a positive sexual climate. Much of CCE programming—most particularly, the first-year and sophomore training—focuses on preventing and responding to sexual violence. The CCEs’ approach is directed at effecting positive culture change and working with a range of student groups and communities to create spaces and structures for more respectful, supportive behaviors. In the fall of 2018, Yale College implemented an additional training requirement for juniors and seniors. Workshop topics include hosting safe events, community values and accountability, preventing and responding to sexual misconduct, advanced bystander intervention, supporting survivors, and respectful communication between sexual partners.

Throughout 2018, Yale continued to roll-out a bystander intervention workshop for the graduate and professional student community. This program, first developed in 2016, has also been piloted for faculty and staff members in several departments across the University, and we continue to identify opportunities to further expand the reach of this programming. To date, more than 4,600 members of the Yale community have participated in these workshops.

Yale also began an initiative, in July 2018, to increase the community’s ability to recognize, prevent, and respond to sexual misconduct by releasing an online training required of all faculty, staff, and graduate and professional school students. The program, *Preventing and Responding to Sexual Misconduct*, was created to provide members of the community with foundational information on the University’s policies and resources and is supplemented by in-person workshops and training sessions.

Attached as Exhibit C is the following relating to Section 10a-55m(f)(3):

- A chart describing the prevention, awareness, and risk reduction programs conducted at Yale during calendar year 2018. The list of programs is extensive; should you wish further details regarding any of the programs listed, please let me know.

Prevention and Awareness Campaigns

Since January of 2012, in an effort to provide greater transparency regarding Yale's complaint procedures and to raise community awareness about the prevalence and nature of complaints that come to the University's attention, the University Title IX Coordinator has published semi-annual reports containing statistical and descriptive summaries of the complaints brought forward and actions taken by the University to address them during the previous six-month period. All semi-annual reports are available at <http://provost.yale.edu/title-ix/reports>.

Many of the programs discussed in the previous section are incorporated into the University's ongoing prevention and awareness campaigns. For example, the CCEs work throughout the school year across all classes of undergraduates to foster a positive sexual climate on campus. In addition, Yale distributes broadly the booklet *Preventing and Responding to Sexual Misconduct*, which includes information about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws. The booklet was also distributed in February and August 2018 by email to all members of the Yale community and is available at <http://smr.yale.edu>.

Attached as Exhibit D is the following relating to Section 10a-55m(f)(4):

- A chart describing the awareness campaigns conducted at Yale during calendar year 2018.

Incidences Reported to the Institution

The University provides the following venues for the formal and informal review and resolution of sexual misconduct complaints: the University-Wide Committee on Sexual Misconduct ("UWC"), the Title IX Coordinators, and the Yale Police Department. These offices and officials coordinate their activities closely to facilitate complainants' understanding of, access to, and use of support resources and complaint processes.

Attached as Exhibit E is the following relating to Section 10a-55m(f)(5):

- A table displaying the number of incidences of sexual assault, stalking, and intimate partner violence reported to Yale officials during calendar year 2018.

Confidential or Anonymous Reports to the Institution

At Yale, students may make confidential or anonymous reports of sexual misconduct to the Sexual Harassment and Assault Response and Education ("SHARE") Center. The SHARE Center, which is staffed by trained counselors who are available on a 24/7 basis, provides information, advocacy and support for individuals dealing with sexual misconduct, and conducts broader educational programs for the Yale community. Information about the SHARE Center is available at <http://sharecenter.yale.edu/>.

Attached as Exhibit F is the following relating to Section 10a-55m(f)(6):

- A table displaying the number of confidential or anonymous reports or disclosures reported to Yale University during calendar year 2018.

Disciplinary Cases

At Yale, the UWC addresses formal disciplinary complaints of sexual misconduct brought by any member of the Yale community in which a student or faculty member is named as a respondent. Information regarding the UWC and its procedures is available at <http://provost.yale.edu/uwc/procedures>.

Complaints against faculty and staff members may also be brought to a Title IX Coordinator, who investigates the complaint and may recommend discipline to the respondent's supervisor. Complaints against students may also be brought to a Title IX Coordinator for informal resolution; however, these complaints cannot result in disciplinary action against the student, as student discipline must be imposed through a formal process.

Attached as Exhibit G is the following materials to Section 10a-55m(f)(7):

- A table displaying the number of disciplinary cases involving allegations of sexual assault, stalking, or intimate partner violence brought forward during calendar year 2018. This table may include cases that were still pending at the end of 2018.

Attached as Exhibit H is the following relating to Section 10a-55m(f)(8):

- A table displaying the final outcome of all disciplinary cases involving allegations of sexual assault, stalking, or intimate partner violence that were **completed** during calendar year 2018. This table may include cases that were initially brought forward prior to 2018.

If, after your review of this letter and its enclosures, you have any questions please do not hesitate to contact me.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Steph S', followed by a horizontal line.

Stephanie S. Spangler, M.D.

Vice Provost for Health Affairs and Academic Integrity
Clinical Professor of Obstetrics and Gynecology
University Title IX Coordinator
Yale University

Yale Sexual Misconduct Policies and Related Definitions

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on mutual respect in which students, faculty, and staff are connected by strong bonds of intellectual dependence and trust. Sexual misconduct is antithetical to the standards and ideals of our community. Therefore, Yale University prohibits all forms of sexual misconduct. Yale aims to eradicate sexual misconduct through education, training, clear definitions and policies, and serious consequences for policy violations. The University Title IX Coordinator has responsibility for ensuring compliance with Yale's policies regarding sexual misconduct. The University-Wide Committee on Sexual Misconduct (UWC) and the Title IX coordinators address allegations of sexual misconduct.

These policies apply to all members of the Yale community as well as to conduct by third parties (i.e., individuals who are not students, faculty, or staff, including but not limited to guests and consultants) directed toward university students, faculty, or staff members. Conduct that occurs in the process of application for admission to a program or selection for employment is covered by these policies.

Many forms of sexual misconduct are prohibited by federal law, including Title IX of the education amendments of 1972, and by Connecticut statutes, and could result in criminal prosecution or civil liability.

Sexual Misconduct

Sexual misconduct incorporates a range of behaviors including sexual assault, sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual or has the purpose or effect of threatening, intimidating, or coercing a person.

Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently severe or pervasive to constitute sexual harassment will constitute sexual misconduct. Making photographs, video, or other visual or auditory recordings of a sexual nature of another person without consent constitutes sexual misconduct, even if the activity documented was consensual. Similarly, sharing such recordings or other sexually harassing electronic communications without consent is a form of sexual misconduct. All members of our community are protected from sexual misconduct, and sexual misconduct is prohibited regardless of the sex or gender of the harasser.

Violations of Yale's Policy on Teacher-Student Consensual Relations and its Policy on Relationships between Staff Members are also forms of sexual misconduct.

Sexual Harassment

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when: (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or

academic standing; or (2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment. Sexual harassment may be found in a single episode, as well as in persistent behavior. All members of our community are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex or gender of the harasser.

Sexual Assault

Sexual assault is any kind of nonconsensual sexual contact, including rape, groping, or any other nonconsensual sexual touching. See Yale's definition of consent below for additional information.

Sexual Consent

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

Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent. Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated 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.

Additional Guidance Regarding Sexual Consent

Consent can be accurately gauged only through direct communication about the decision to engage in sexual activity. Presumptions based upon contextual factors (such as clothing, alcohol consumption, or dancing) are unwarranted, and should not be considered as evidence for consent.

Although consent does not need to be verbal, verbal communication is the most reliable form of asking for and gauging consent. Talking with sexual partners about desires and limits may seem awkward, but it serves as the basis for positive sexual experiences shaped by mutual willingness and respect.

Intimate Partner Violence

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.

Stalking

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, email, text messages, or telephone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

Policy on Teacher-Student Consensual Relations

The integrity of the teacher-student relationship is the foundation of the University's educational mission. This relationship vests considerable trust in the teacher, who, in turn, bears authority and accountability as a mentor, educator, and evaluator. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for coercion. The pedagogical relationship between teacher and student must be protected from influences or activities that can interfere with learning and personal development.

Whenever a teacher is or in the future might reasonably become responsible for teaching, advising, or directly supervising a student, a sexual relationship between them is inappropriate and must be avoided. In addition to creating the potential for coercion, any such relationship jeopardizes the integrity of the educational process by creating a conflict of interest and may impair the learning environment for other students. Finally, such situations may expose the university and the teacher to liability for violation of laws against sexual harassment and sex discrimination.

Therefore, teachers must avoid sexual relationships with students over whom they have or might reasonably expect to have direct pedagogical or supervisory responsibilities, regardless of whether the relationship is consensual. Conversely, teachers must not directly supervise any student with whom they have a sexual relationship.

Undergraduate students are particularly vulnerable to the unequal institutional power inherent in the teacher-student relationship and the potential for coercion, because of their age and relative lack of maturity. Therefore, no teacher shall have a sexual or amorous relationship with any undergraduate student, regardless of whether the teacher currently exercises or expects to have any pedagogical or supervisory responsibilities over that student.

Teachers or students with questions about this policy are advised to consult with the University Title IX Coordinator, the Title IX coordinator of their school, the department chair, the appropriate dean, the Provost, or one of their designees. Students or other members of the community may lodge a formal or informal complaint regarding an alleged violation of this policy with the University Title IX Coordinator, with the Title IX coordinator of their school, or with the University-Wide Committee on Sexual Misconduct.

Violations of the above policies by a teacher will normally lead to disciplinary action. For purposes of this policy, “direct supervision” includes the following activities (on or off campus): course teaching, examining, grading, advising for a formal project such as a thesis or research, supervising required research or other academic activities, serving in such a capacity as Director of Undergraduate or Graduate Studies, and recommending in an institutional capacity for admissions, employment, fellowships, or awards.

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Policy on Relationships between Staff Members

Staff are expected to avoid romantic or sexual relationships with employees (including temporary employees) for whom they have or might reasonably expect to have supervisory or reporting responsibilities.

Under no circumstances can supervisors directly supervise or evaluate any employee with whom they have a romantic or sexual relationship. If such a relationship exists or develops, the supervisor and employee must promptly disclose it to the Department Head or the Human Resources Generalist. Arrangements, which may include reassignment or relocation, will be made to address any issue of conflict of interest. Any decision affecting any aspect of employment (for example, transfer, promotion, salary, termination) must be made by disinterested and qualified supervisory personnel.

Violations of this policy will normally lead to disciplinary action, up to and including termination.

Individuals with questions about this policy or staff concerned about a romantic or sexual relationship in violation of this policy are encouraged to speak with their supervisor, [Human Resources Generalist](#), or any [Title IX coordinator](#). [See HR 600 Workplace Practices Policies](#).

Yale University

Sexual Misconduct Response & Prevention

HOME > FIND POLICIES & INFORMATION > [YALE SEXUAL MISCONDUCT POLICIES AND RELATED DEFINITIONS](#)

Yale Sexual Misconduct Policies and Related Definitions

LAST UPDATED: JULY 13, 2018

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on mutual respect in which students, faculty, and staff are connected by strong bonds of intellectual dependence and trust. Sexual misconduct is antithetical to the standards and ideals of our community. Therefore, Yale University prohibits all forms of sexual misconduct. Yale aims to eradicate sexual misconduct through education, training, clear definitions and policies, and serious consequences for policy violations. The University Title IX Coordinator has responsibility for ensuring compliance with Yale's policies regarding sexual misconduct. The University-Wide Committee on Sexual Misconduct (UWC) and the Title IX coordinators address allegations of sexual misconduct.

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Yale's policies and definitions apply to all members of the Yale community, regardless of their sex or gender.

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**** Sexual Misconduct Scenarios** (September 2013): these scenarios help to illustrate Yale's definition of sexual consent and provide examples of penalties that might be imposed as a result of a violation. [View PDF of Sexual Misconduct Scenarios \(2013\) \(/sites/default/files/files/Sexual-Misconduct-Scenarios\(1\).pdf\)](/sites/default/files/files/Sexual-Misconduct-Scenarios(1).pdf).

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Violations of this policy will normally lead to disciplinary action, up to and including termination.

Individuals with questions about this policy or staff concerned about a romantic or sexual relationship in violation of this policy are encouraged to speak with their supervisor, [Human Resources Generalist](https://your.yale.edu/work-yale/support/human-resources-generalists) (<https://your.yale.edu/work-yale/support/human-resources-generalists>), or any [Title IX coordinator](http://provost.yale.edu/title-ix/coordinators) (<http://provost.yale.edu/title-ix/coordinators>). See [HR 3503 603.7 Staff Workplace Policy](https://your.yale.edu/policies-procedures/policies/3503-staff-workplace-policies#3503.603) (<https://your.yale.edu/policies-procedures/policies/3503-staff-workplace-policies#3503.603>).

Need help now?

In an emergency

Call 911 or the [Yale Police](https://your.yale.edu/community/public-safety/overview-yale-police-department) (<https://your.yale.edu/community/public-safety/overview-yale-police-department>) at 203.432.4400.

Contact the [SHARE Center](http://sharecenter.yale.edu/) (<http://sharecenter.yale.edu/>)

Call the 24-hr confidential hotline at 203.432.2000 for information, advocacy and support.

Yale

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Key Points to Remember

After sharing an incident of sexual misconduct with an individual who has Title IX reporting responsibilities, you will likely continue to reflect on the information you were provided, and what your next steps, if any, should be. This document provides you with general guidance as well as an overview of the available resources and how they can assist you at this stage of the process.

- A Title IX coordinator may reach out to you in the coming days. You decide whether you want to communicate back and how much information you want to share. Title IX coordinators treat the information that is shared with them confidentially and with the utmost sensitivity. If you have not received any communication after a few days, we encourage you to reach out to the Title IX office directly (see next page), to ensure that you are receiving the appropriate support and resources.
- Communicating with a Title IX coordinator may sound intimidating, but it's really just a conversation that allows you to discuss your options and gives you access to various resources. The reporting options are not mutually exclusive: you can pursue any or all of them as you want.
- You are also welcome to initiate a meeting any of the Title IX coordinators, a SHARE counselor, the UWC, the YPD, and other campus and community resources at any time. You do not have to wait to be contacted. The other side of this sheet gives you more information about each of these resources, including how to get in touch. This information is also available online at the [Sexual Misconduct Response and Prevention](http://smr.yale.edu) website (<http://smr.yale.edu>).
- If you choose to contact a Title IX coordinator, here is some additional information about what to expect:
 - The choices regarding whether or how to proceed are generally up to you. In the rare event of an immediate or ongoing threat, the University may need to take additional action to protect your safety and the safety of the community. Even so, you will always be part of the decision-making process.
 - Title IX coordinators can help you address the practical challenges that may follow an experience of sexual misconduct. Coordinators can assist with a range of accommodations based on the specifics of each case:
 - Academic accommodations (e.g., tutoring, extensions on assignments, course changes)
 - Workplace accommodations (e.g., schedule changes, reassignments, leaves of absence)
 - Residential accommodations on campus (e.g., change in room assignments, residential college transfers)
 - Other accommodations, determined on a case-by-case basis (e.g., social and public spaces)
 - Some accommodations may require the Title IX coordinator to work with other University personnel, such as academic deans, Human Resources, and housing staff. The Title IX coordinator will always contact you before taking any action, and will not share the specifics of your experience with other personnel.

Not sure what to do next? The SHARE Center is a good first step

- SHARE can help you work on strategies for self-care, including finding ways to access support within your day-to-day life. SHARE can also assist with figuring out how and whether to tell friends or loved ones about your experience. If you decide to move forward with a formal or informal complaint, or file criminal charges, SHARE can assist you throughout the process.
- As a reminder, SHARE has a 24-hour, confidential, and, if you wish, anonymous hotline so you can call 203.432.2000 at any time. They also have ongoing counseling available by appointment.

Understanding Yale's Resources

for Responding to Sexual Misconduct

If you need help understanding your options, any of these resources can offer support:

SHARE Center

203.432.2000
Confidential or anonymous
hotline, 24-hour availability
<http://sharecenter.yale.edu>

- Provides professional, expert help for members of the Yale community who have experienced sexual misconduct
- Coordinates medical treatment and evidence collection
- Assists with initiating a complaint and/or contacting the police
- Will only share information if you wish, except in situations of imminent risk
- Not required to report to Title IX office; connects you with appropriate resources depending on your needs and desired outcomes

Title IX Coordinators

203.432.6854
9am – 5pm weekdays
<http://provost.yale.edu/title-ix>
<http://smr.yale.edu>

- Includes the University Title IX Coordinator; Deputy Title IX Coordinators assigned to Yale College, the Graduate School, each professional school; faculty and staff
- Responsible for policies, programs, coordination of resources, tracking, and investigating complaints as appropriate
- Inform complainants of disciplinary and criminal options; investigate complaints as appropriate; and coordinate accommodations and remedies
- Take action in situations of immediate or ongoing threat to individual or community safety

University-Wide Committee on Sexual Misconduct

203.432.4449
9am – 5pm weekdays
<http://uwc.yale.edu>

- Addresses complaints of sexual misconduct as Yale's internal disciplinary committee
- Members include faculty, staff, and students; supported by professional, impartial fact-finders
- Complainants can discuss options and seek resolution, remedies, and disciplinary action
- Reports information to the Title IX office

Yale Police Department

203.432.4400
24-hour availability
<https://your.yale.edu/community/public-safety/police/sensitive-crimes-support>

- Comprised of sworn police officers, including a Sensitive Crimes & Support Coordinator
- Conducts criminal investigations
- Provides services to victims, such as safety planning and assistance in obtaining a protective order
- Will consult without requiring a police report to be filed
- Reports information to the Title IX office

Additional Community Resources

In addition to the above resources, SHARE staff members and Title IX coordinators can also assist you with accessing the following campus and community resources:

Resources within Yale

- Counseling and Support Services (for employees): Magellan Health Services, 1.800.327.9240
- Mental Health & Counseling (for students): Yale Health, 203.432.0290
- Office of LGBTQ Resources: 203.432.0309
- Resource Office on Disabilities: 203.432.2324
- University Chaplain's Office: 203.432.1128
- Visa and immigration assistance: Yale Office of International Students & Scholars, 203.432.2305

Resources beyond Yale

- RAINN Hotline: 1.800.656.4673 (hotline) or 202.544.1034
- Sexual assault crisis services: Women & Families Center, 1.888.999.5545
- Domestic violence services: The Umbrella Center, 203.736.2601
- Legal services: New Haven Legal Assistance Association, 203.946.4811

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming graduate students at the School of Engineering
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming students at the School of Management
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Staff at Yale Graduate Housing
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the Medical School
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the School of Management (Weekend Program)
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the Yale School of Law
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the School of Medicine
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the School of Nursing
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming students at the Graduate School of Arts and
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming students at the Yale School of Public Health
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming students at the School of Nursing
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Yale College students working as First Year Counselors
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming students at the Divinity School
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming graduate students
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming students at the Medical School (Physician
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the School of Drama
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on	Incoming students at the Divinity School
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the School of Art
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Returning students at the School of Drama
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the School of Engineering
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the School of Architecture
Orientation	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on SHARE resources and services	Incoming students at the School of Music
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Managerial, Clerical, Technical and Service and Maintenance staff

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources	First year JD students in their second semester
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents (multiple dates)	Managerial, Clerical, Technical and Service and Maintenance staff
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the School of Forestry
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Staff at Yale Graduate Housing
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Managerial, Clerical, Technical and Service and Maintenance staff
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the School of Management
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	World Fellows at Jackson Institute
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the School of Medicine
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the Yale School of Public Health
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	New faculty at the School of Medicine
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the School of Nursing
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming JD students at the Yale School of Law
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	New faculty at the Faculty of Arts and Sciences
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	First-year counselors at Yale College
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the Divinity School
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming 1-year M.A. students at the School of Management
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the Medical School (Physician Associate Program)
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming graduate students at the School of Drama
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Managerial, Clerical, Technical and Service and Maintenance staff

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the School of Art
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the School of Engineering
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Returning graduate students at the School of Drama
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the School of Architecture
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Incoming students at the School of Music
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Managerial, Clerical, Technical and Service and Maintenance staff
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Managerial, Clerical, Technical and Service and Maintenance staff
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Graduate and Professional Student Title IX Advisory Board members
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Graduate and Professional Student Title IX Advisory Board members
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Graduate and Professional Student Title IX Advisory Board members
Orientation	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale College students
Meeting/Training	A event open to the entire School of Forestry community (students, staff and faculty) to talk about the sexual climate at F&ES and to allow a platform for community members to raise their questions, thoughts and concerns.	Entire School of Forestry community
Meeting/Training	Advanced bystander intervention workshop for students (multiple dates)	All Yale College students
Meeting/Training	Bystander intervention workshop for Development/Alumni Affairs staff at the School of Medicine	Staff in the School of Medicine Development office
Meeting/Training	Bystander intervention workshop for faculty at the School of Drama	Faculty at the School of Drama
Meeting/Training	Bystander intervention workshop for graduate students at the Department of Genetics	Graduate Students at the Department of Genetics
Meeting/Training	Bystander intervention workshop for graduate students at the Department of Neuroscience	Graduate students at Neuroscience Department
Meeting/Training	Bystander intervention workshop for incoming Yale College students	First year Yale College students
Meeting/Training	Bystander intervention workshop for members of the Yale Law School Title IX Working Group	Graduate students at the Yale Law School
Meeting/Training	Group discussion at School of Drama on combating sexism in the technical theater industry (multiple dates)	Faculty, staff, students in technical design and production department at School of Drama

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Meeting/Training	Intimacy workshop for Acting, Directing, Dramaturgy, and Stage Management Students (multiple dates)	Graduate students at the Yale School of Drama
Meeting/Training	Meeting to discuss steps and goals to create a more inclusive and sexual-misconduct free environment in the department	Faculty from OBGYN Department
Meeting/Training	Meeting to discuss Title IX and prevention and education programming for graduate students at the Graduate School of Arts and Sciences	Chair of the GSA
Meeting/Training	Meeting to discuss Title IX, climate and conduct, and Bystander intervention workshop	Leaders of the FAS Senate
Meeting/Training	Meeting to discuss working group goals, Title IX, and how the YCC could collaborative with the Title IX office in order to educate their constituents about sexual misconduct resources	Yale College Council leadership
Meeting/Training	Meeting to discuss working group goals, Title IX, and the sexual climate at School of Forestry (multiple dates)	TIX Committee members at the School of Forestry
Meeting/Training	Meeting to discuss Title IX and training on sexual misconduct at the School of Music	Board of Advisors at the School of Music
Meeting/Training	Meeting to discuss Title IX and the importance of training on sexual misconduct at the School of Music	Faculty at the School of Music
Meeting/Training	Meeting to discuss Yale's sexual misconduct policies, reporting procedures, resources, programs and initiatives	Undergraduate Student Title IX Advisory Board members
Meeting/Training	Meeting with Wendy Xiao in order to talk about Title IX needs and the prospect of an Ombuds office on campus	Wendy Xiao
Meeting/Training	Meeting of the School of Management's Title IX Working Group (multiple dates)	Students and staff at the School of Management
Meeting/Training	Panel on sexual harassment and dealing with challenging patients in the medical field	Second year medical students
Meeting/Training	Presentation and panel discussion on Title IX policies and resources	Second and third year students at Yale Law School
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services for Yale Community members	Graduate Student Senate
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Yale College students that hired as Communication and Consent Educators
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Yale Summer Session staff
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Undergraduate Student Title IX Advisory Board members
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Graduate students at the School of Forestry
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Yale faculty
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Yale faculty leading study abroad programs this summer

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members (multiple dates)	Acute Care staff
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Peer Advocates at the Yale School of Medicine
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	New staff at the Department of Mental Health
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	First year Yale College students
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Yale College students working as Peer Liaisons
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Walden Peer Counselors
Meeting/Training	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Peer Liaisons at the School of Forestry
Meeting/Training	Presentation on complaints of sexual misconduct during the Yale College Faculty Meeting	Yale College faculty members
Meeting/Training	Presentation on the UWC/Title IX Framework at Yale, the dynamics of sexual harassment and response strategies, the relationship between alcohol and sexual assault, the Clery Act, and interpretation of social media exchanges	UWC members and new Title IX coordinators
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale College Communication and Consent Educators
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale Health Staff
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	GPSCY staff
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Staff at the Yale School of Drama
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Faculty in the Neuroscience Department
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale staff in the Athletics Department
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Dean's Advisors, Coker Fellows, Peer Advocates and Teaching Assistants
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents (multiple dates)	Staff at the Athletics Department
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Postdocs in the Neuroscience Department

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Faculty at Veteran's Administration
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	LLM and JSD students at the Yale Law School
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	First year Yale College students
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	All staff at School of Drama
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Members of the YSM Admissions Committee
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Directors of Graduate Studies
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Dean's Advisors, Coker Fellows, Peer Advocates and Teaching Assistants
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Students registered for the REL 943 course
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale College Communication and Consent Educators
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Walden Peer Counselors
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Staff at the Yale Center for British Art
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Human Resources Generalists
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	YSM Department Chairs
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Faculty at the Department of Philosophy
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Employee Relations Staff
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Members of the Slifka Center
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Graduate Students at the English Department
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Faculty and graduate students at the Department of Religious Studies

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Staff in the TSAI Center and Dwight Hall
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Second-year graduate students in the Math Department
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Steering Committee at the School of Music
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Yale College Faculty meeting
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Members of the Yale Law School community
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Members of the Institute of Sacred Music
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Graduate students at the Department of Philosophy
Meeting/Training	Presentation on Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Faculty leadership at Geology Department
Meeting/Training	Recognition and prevention of sexual harassment for staff supervisors	Yale employees in supervisory roles
Meeting/Training	Recognition and prevention of sexual harassment for non-supervisors	Staff at the School of Management
Meeting/Training	Seminar on sexual assault and Yale resources	On-line Physician Assistant program students
Meeting/Training	Sexual misconduct with respect to mentor/mentee relationships & sexual misconduct policies and resources	First year PhD students
Meeting/Training	Take Back the Night: discussion and decompression around issues of sexualization in the Asian and Asian-American community	Yale College students
Meeting/Training	Take Back the Night: healing painting night for Yale College Students	Yale College Students
Meeting/Training	Take Back the Night: interfaith conversation about sexual assault and community support.	Yale college students
Meeting/Training	Take Back the Night: letter writing session for hundreds of Connecticut women who are incarcerated and who are survivors of sexual assault and sexual violence	Yale College students
Meeting/Training	Training on sexual Harassment and power dynamics for faculty	Various faculty and administrators at Yale
Meeting/Training	Training on Yale's sexual misconduct policies and resources for Orientation Leaders, provided by the Office of Gender and Campus Culture (multiple dates)	Pre-Orientation leaders
Meeting/Training	Weekly meeting for survivors of sexual assault, provided by the Sexual Harassment and Assault Response and Education (SHARE) Center	Yale College students
Meeting/Training	Workshop on listening to sexual misconduct disclosures and mandatory reporting	Law School Peer Advisers, Coker Fellows, and Deans Advisers

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Meeting/Training	Workshop on tools for building a better culture on campus (multiple dates)	Yale College students
Workshop/Panel	Bartending training (TIPS certification) that focuses on alcohol safety how to discern who should not be served because of either intoxication or age	Yale College students
Workshop/Panel	Bartending training (TIPS certification) that focuses on alcohol safety how to discern who should not be served because of either intoxication or age	Yale College students
Workshop/Panel	Bartending training (TIPS certification) that focuses on alcohol safety how to discern who should not be served because of either intoxication or age	Yale College students
Workshop/Panel	Bartending training (TIPS certification) that focuses on alcohol safety how to discern who should not be served because of either intoxication or age	Yale College students
Workshop/Panel	Bystander intervention workshop (exercise) for members of the MB&B department	Members of the MB&B Department
Workshop/Panel	Bystander intervention workshop for Executive MBA students at the School of Management	Incoming students at the School of Management
Workshop/Panel	Bystander intervention workshop for faculty at the Department of OBGYN (School of Medicine)	Faculty at OBGYN
Workshop/Panel	Bystander intervention workshop for faculty at the School of Drama	Faculty at the School of Drama
Workshop/Panel	Bystander intervention workshop for graduate students at the Department of East Asian Languages and Literature	Graduate students in the Department of East Asian Languages and Literature
Workshop/Panel	Bystander intervention workshop for graduate students at the Graduate School of Arts and Sciences	Graduate students at the Graduate School of Arts and Sciences
Workshop/Panel	Bystander intervention workshop for graduate students at the Graduate School of Arts and Sciences	Graduate students at the Graduate School of Arts and Sciences
Workshop/Panel	Bystander intervention workshop for graduate students at the Linguistics Department	Faculty and graduate students at the Department of Linguistics
Workshop/Panel	Bystander intervention workshop for graduate students at the School of Architecture	Graduate students at the School of Architecture
Workshop/Panel	Bystander intervention workshop for graduate students at the School of Drama	Incoming graduate students at the School of Drama
Workshop/Panel	Bystander intervention workshop for graduate students at the School of Management (1-year programs)	Incoming students at the School of Management
Workshop/Panel	Bystander intervention workshop for graduate students at the School of Nursing	Incoming students at the School of Nursing
Workshop/Panel	Bystander intervention workshop for graduate students at the Yale School of Law	Graduate students at the Yale Law School
Workshop/Panel	Bystander intervention workshop for graduate students in Supervised Ministries (Divinity School)	Graduate students at the Divinity School
Workshop/Panel	Bystander intervention workshop for graduate students in the Chemical and Environmental Engineering	Graduate students in the CEE Department
Workshop/Panel	Bystander intervention workshop for graduate students in the Department of Ecology and Evolutionary Biology	Graduate Students in the EEB Department

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Workshop/Panel	Bystander intervention workshop for graduate students in the English Department	Graduate students at the English Department
Workshop/Panel	Bystander intervention workshop for graduate students in the History Department	Graduate students (History)
Workshop/Panel	Bystander intervention workshop for incoming students at the School of Management	Incoming students at the School of Management (MBA)
Workshop/Panel	Bystander intervention workshop for members of the Chemistry Department	Members of the Chemistry Department
Workshop/Panel	Bystander intervention workshop for members of the Yale Postdoctoral Association	Members of the YPA
Workshop/Panel	Bystander intervention workshop for members of the Yale Quantum Institute	Graduate students and postdocs at the Yale Quantum Institute
Workshop/Panel	Bystander intervention workshop for orientation leaders at the Divinity School	Orientation leaders at the Divinity School
Workshop/Panel	Bystander intervention workshop for postdoctoral graduate students at the Berkeley Divinity School	Graduate students (Berkeley Divinity School)
Workshop/Panel	Bystander intervention workshop for staff members at TSAI CITY/Dwight Hall	Staff at TSAI/Dwight Hall
Workshop/Panel	Bystander intervention workshop for students at the School of Forestry	Graduate students at the School of Forestry
Workshop/Panel	Bystander intervention workshop for Yale staff who work at events (Yale Alumni Association/Development)	Yale staff from YAA and Development
Workshop/Panel	Facilitated discussion regarding equity in the job search	Graduate students at Yale
Workshop/Panel	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	Members of the Yale Law School community
Workshop/Panel	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Graduate students at the History Department
Workshop/Panel	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents (multiple dates)	Managerial, Clerical, Technical and Service and Maintenance staff
Workshop/Panel	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources plus Bystander intervention workshop	Graduate students at the Music Department
Workshop/Panel	Presentations by SHARE, Title IX office, and the University-Wide Committee on Sexual Misconduct about services, policies, procedures, and resources for the Yale community	Yale College students
Workshop/Panel	Sexual assault services & helping a friend	Yale NUS Students and Faculty
Workshop/Panel	Take Back the Night: core elements of a helpful response for both survivors and members of the community	Yale college students
Workshop/Panel	Take Back the Night: workshop on how to help a friend	Yale College students
Workshop/Panel	Workshop about building resilience and promoting wellness (multiple dates)	Yale College students
Workshop/Panel	Workshop about exploring impacts and promoting holistic wellness (multiple dates)	Yale College students

2018 Prevention Awareness Programming

Program Type	Program Summary	Audience
Workshop/Panel	Workshop offered to students on sexual and romantic communication (multiple dates)	Yale College students
Workshop/Panel	Workshop on navigating power dynamics at the Yale School of Nursing	Graduate students and faculty at the School of Nursing
Workshop/Panel	Workshop on safe party-hosting skills for students (multiple dates)	Yale College students
Workshop/Panel	Workshop on sexual harassment in the lab/classroom for first year graduate students	Graduate students in Microbiology, Immunology, and CBB
Workshop/Panel	Workshop on sexual harassment in the lab/classroom for first year graduate students	Graduate students in MCDB Department
Workshop/Panel	Workshop on sexual harassment in the lab/classroom for first year graduate students	Graduate students in the MB&B Department
Lecture/Talk	Presentation on the history of Title IX and the #MeToo Movement	International students and scholars at Yale
Event	Focus group sessions tasked with assessing climate issues and resources at the Divinity School	Entire Divinity School community
Event	Presentation by the Sexual Harassment and Assault Response and Education (SHARE) Center on resources and services that SHARE offers to Yale Community members	All Yale students
Event	Take Back the Night: folded discussion into broader reflections on sexual culture: on pleasure, danger, and everything in between	Entire Yale community
Email	Email from School of Forestry Dean to the community regarding community forum on Title IX	Entire School of Forestry community
Email	Email to School of Forestry community following Title IX forum	Entire School of Forestry community
Meeting/Training	Presentation on Title IX and Yale's sexual misconduct policies, reporting procedures, and resources for complainants and respondents	Staff at EHS
Meeting/Training	Recognition and prevention of sexual harassment for staff supervisors	Yale supervisors

Prevention and Awareness Campaigns

The table below details the sexual assault, stalking and intimate partner violence prevention and awareness campaigns conducted at Yale University during calendar year 2018.

Campaign	Summary	Type
Communication and Consent Educators	The Communication and Consent Educators (CCEs) are a large, diverse group of undergraduates working together to foster a more positive sexual and social climate on campus. Through workshops, trainings, and conversations, the CCEs help students identify troubling peer dynamics and develop skills for effective interventions. Information about the CCE program is available at http://cce.yalecollege.yale.edu/. Also see Exhibit C for information about the specific programming efforts of the CCEs.	Meetings/Trainings Panels/Workshops Social Media
Annual Training Program, “Preventing and Responding to Sexual Misconduct”	This annual required training provides members of the community with foundational information on the University’s policies, resources and bystander intervention strategies. This program is supplemented by in-person workshops and training sessions.	Online Training
Booklet, “Preventing and Responding to Sexual Misconduct”	Distributed in printed format at orientations, meetings/trainings, and panels/workshops, this booklet includes the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws. It was also distributed in February and August 2018 by email to all members of the Yale community and is available at http://smr.yale.edu .	Electronic Communications Flyers/Posters

Semi-annual Reports of Complaints of Sexual Conduct	Distributed semi-annually by email to all members of the Yale community, the <u><i>Report of Complaints of Sexual Misconduct</i></u> presents information about complaints of sexual misconduct brought to the attention of University officials for each six-month period. These reports are prepared by the University Title IX Coordinator and are intended to raise the awareness of the Yale community to the prevalence of sexual misconduct. These reports include both statistical summaries as well as descriptive summaries of individual complaints. All semi-annual reports are available at http://provost.yale.edu/title-ix/reports .	Electronic Communications
Responsible employee notification	Annual notification to faculty members and administrators regarding their responsibilities for responding to a report of sexual misconduct as well as reporting the allegations to a Title IX Coordinator.	Electronic Communications

Incidences Reported to the Institution

The table below shows the number of incidences of sexual assault, stalking and intimate partner violence reported to Yale University's Title IX Coordinators, the University-Wide Committee on Sexual Misconduct, and the Yale Police Department during calendar year 2018. In some cases, the complainant may have reported the same incidence to multiple campus resources. For reporting purposes, the incidence is only counted once in the table below.

Category of Sexual Misconduct	Number of Incidences
Sexual Assault	121
Stalking	26
Intimate Partner Violence	13
Total	160

Confidential or Anonymous Reports to the Institution

The table below shows the number of confidential or anonymous reports or disclosures related to sexual assault, stalking and intimate partner violence made to Yale University during calendar year 2018. A complainant may report to multiple campus resources; therefore, some of these reports may also be included in those documented in Exhibit E.

Category of Sexual Misconduct	Number of Reports or Disclosures
Sexual Assault	97
Stalking	13
Intimate Partner Violence	21
Total	131

Disciplinary Cases

The table below shows the number of disciplinary cases at Yale University involving allegations of sexual assault, stalking and intimate partner violence. All of these disciplinary cases were brought to the [University-Wide Committee on Sexual Misconduct](#), the University's internal disciplinary committee for cases of sexual misconduct, or a Title IX Coordinator during calendar year 2018.

Category of Sexual Misconduct	Number of Cases
Sexual Assault	9
Stalking	2
Intimate Partner Violence	0
Total	11

Disciplinary Cases

The table below includes excerpts from Yale University's semi-annual Reports on Complaints of Sexual Misconduct (available at <http://provost.yale.edu/title-ix/reports>), which detail the disciplinary cases brought forward to the University involving allegations of sexual assault, stalking and intimate partner violence. This table includes the final outcome of all disciplinary cases that were completed during calendar year 2018, some of which may have been initiated prior to 2018, including the outcome of any appeals of such final outcome. NOTE: the number of disciplinary cases reported in Exhibit G may not reflect the same number of cases reported here.

<i>During calendar year 2018, there were 11 new complaints brought forward to the University-wide Committee on Sexual Misconduct (UWC) or a Title IX Coordinator involving allegations of sexual assault, stalking or intimate partner violence that resulted in discipline. Listed below are the details and outcomes of those cases. In addition, there was 1 complaint initiated prior to 2018 that was completed during 2018. The details and outcomes of these cases are also listed below.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC did not find sufficient evidence to support the allegation.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration and other sexual activity without consent. The UWC found sufficient evidence to support the allegations. The respondent was suspended for one term and is required to complete training on sexual consent.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was expelled.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual activity without consent. The complainant further alleged that the respondent breached the UWC expectation of confidentiality in order to retaliate against the complainant for their participation in a UWC proceeding. The UWC did not find sufficient evidence to support the allegation.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration and other sexual activity without consent. The UWC did not find sufficient evidence to support the allegation.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent and violated the no-contact order in place between the parties during the UWC proceedings. The respondent withdrew from the university with the disciplinary charges pending, a fact that is noted on the respondent's transcript. The respondent is ineligible for reinstatement, re-enrollment, or a Yale College degree until the case has been adjudicated by the UWC.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was expelled.

<i>During calendar year 2018, there were 11 new complaints brought forward to the University-wide Committee on Sexual Misconduct (UWC) or a Title IX Coordinator involving allegations of sexual assault, stalking or intimate partner violence that resulted in discipline. Listed below are the details and outcomes of those cases. In addition, there was 1 complaint initiated prior to 2018 that was completed during 2018. The details and outcomes of these cases are also listed below.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual penetration without consent. The UWC did not accept the complaint because it did not meet the requirements necessary to accept jurisdiction.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student alleged that another G&P student engaged in sexual penetration without consent. The UWC did not find sufficient evidence to support the allegation. No-contact restrictions were continued by agreement.
Graduate & Professional Student	Yale College Student	Stalking	A Title IX Coordinator brought a formal complaint alleging that a YC student engaged in stalking of a G&P student. The UWC found sufficient evidence to support the allegation. The respondent was suspended for three terms, was required to complete stalking and harassment prevention training, and will be on probation with regular follow-up meetings with a YC administrator for the remainder of the respondent's affiliation with Yale. No-contact restrictions were continued.
Faculty	Faculty	Stalking	A Title IX Coordinator brought a formal complaint alleging that a faculty member engaged in stalking and sexual harassment of a visiting faculty member. The UWC found sufficient evidence to support the allegations. The respondent was suspended without pay for one year, was required to receive training on sexual harassment and appropriate workplace conduct, and will be put on probation for five years. No-contact restrictions were continued.
Non-Yale	Graduate & Professional Student	Sexual assault	A Title IX Coordinator brought a formal complaint alleging that a G&P student engaged in sexual penetration without consent with a non-Yale student. The UWC did not find sufficient evidence to support the allegation.