

## Reporting Sexual Misconduct to a Title IX Coordinator

People are often curious about how a Title IX Coordinator can help someone who has experienced sexual misconduct. The specific actions and options vary from case to case, but the basic goals remain the same: coordinators seek to address any immediate concerns, connect complainants with appropriate resources, ensure that they are fully aware of the options available for further action, and help facilitate those actions. Except in rare cases involving an acute threat to community safety, coordinators defer to complainants' wishes. Information shared with coordinators is kept confidentially within the Title IX Office.\*

### **How do people reach a coordinator?**

The names and contact information for all the Title IX Coordinators are posted [online](#). Anyone can call or email any coordinator with concerns—no matter how big or small—about a specific incident or campus sexual climate in general. Sometimes, information comes to coordinators from friends, colleagues, or witnesses. In those cases, coordinators reach out to potential complainants, who can choose whether or not they want to engage in further discussion with the coordinator. Coordinators are also able to suggest resources to support and advise respondents.

### **What happens during that first conversation?**

Coordinators usually meet with people in person, but sometimes conversations happen by phone or email. Initially, coordinators focus on complainants' immediate concerns, especially safety, emotional well-being, and professional or academic requirements. Complainants do not need to describe their experiences in detail; they may choose to do so, but it is not necessary. Often, there are steps that can be taken—connecting someone with SHARE, shifting a class assignment, establishing a no-contact agreement, etc.—that can have immediate positive impact. Coordinators describe the full range of options and resources available for pursuing informal, formal, and criminal complaints, so that complainants can make a well-informed decision about next steps. Coordinators work closely with the SHARE Center, the University-Wide Committee on Sexual Misconduct (UWC), Human Resources, and the Yale Police Department, and can coordinate efforts among them to respond to complainants' needs and decisions.

### ***What steps can coordinators take to address concerns?***

Coordinators can put various measures in place to address complainants' safety concerns, mitigate the impact of sexual misconduct, and address a potentially hostile climate. Many of these steps can be taken even if someone does not choose to pursue a complaint. For example, coordinators may be able to change on-campus housing or work locations, arrange for extra time to complete academic or work assignments, provide security escorts, or arrange for counseling as appropriate. Coordinators can also implement an order requiring the complainant and respondent to refrain from direct contact. Respondents may also agree to other steps, such as having their own housing, work, or classroom locations changed, avoiding specific areas of campus, etc. Alongside these individually-focused measures, other steps may be taken to address climate concerns such as sexual harassment training for departments or groups.

\* The Title IX Office does share anonymized information with the community through our regular reports, taking care to protect individual confidentiality. In situations where there is an ongoing threat, identifying information may be shared with law enforcement, medical professionals, or other internal University colleagues in order to better protect individual and community safety.

### **What happens if a complainant decides to pursue a complaint with a Title IX Coordinator?**

The Title IX Coordinator complaint process (often called “informal”) is focused on remedies: finding ways to address complainants’ concerns and, if necessary, potentially hostile climate issues to the extent possible without involving a formal hearing process. If a complainant wishes to move forward with the Title IX Coordinator complaint process, the coordinator may speak to the respondent and possibly other witnesses and review evidence. Except in cases of acute threat, coordinators will not take any action that could compromise a complainant’s confidentiality without the complainant’s agreement.

Complainants frequently ask a coordinator to talk to respondents about the behavior in question and its impacts. These conversations give a coordinator an opportunity to review University policy with a respondent, inform a respondent how their behavior has been perceived, and establish measures (as described above) to help complainants continue their professional and educational activities. A respondent may also be offered more intensive one-on-one training. The level of confidentiality requested by the complainant may limit options for remedies and therefore the effectiveness of the response.

A coordinator will not directly impose discipline but may work with supervisors or help to initiate formal processes that may produce disciplinary outcomes. Complainants are also free to file a formal complaint at any point, and coordinators can facilitate that process.

### **How do coordinators help with formal complaints?**

While formal complaints of sexual misconduct are adjudicated by the UWC, the coordinators play supporting roles. For each formal complaint, the UWC will identify a coordinator to implement interim measures while the complaint process takes place and continuing measures as appropriate after the process concludes. In certain circumstances, coordinators can themselves bring a formal complaint to the UWC, e.g., on behalf of a person who is not a current or former member of the Yale community or to protect the safety of the community or individuals.

### **What else do coordinators do?**

In addition to responding to and addressing specific complaints, coordinators track and monitor incidents to identify patterns or systemic issues, coordinate the available resources and support processes, deliver prevention and educational programming to the University community, and conduct periodic assessments of the campus climate and, when indicated, focused climate assessments of specific departments or units.