

# Yale University

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*Report of Complaints of Sexual Misconduct  
Brought forward from July 1, 2018 through December 31, 2018*

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## Introduction

Yale University is committed to cultivating a culture of respect and inclusion where all members of our community can safely and productively pursue their academic and professional aspirations—a culture where sexual misconduct has no place. Broad community awareness and strong community engagement are essential to the realization of that commitment. The publication of the semi-annual reports of complaints of sexual misconduct is intended to be one way of providing the community with information that will raise awareness and stimulate the critical engagement necessary to advance our response and prevention initiatives and effect cultural change.

While the semi-annual reports are designed to provide the community with insight into the types of complaints brought forward and Yale's procedures and resources to address them, the reports are not intended to be venues for discussion of specific complaints. The descriptive summaries in the reports have therefore been composed carefully to protect the privacy of the individuals whose very real experiences underlie the summaries.

The current report presents information about 160 complaints of sexual misconduct that were brought to the attention of the University-Wide Committee on Sexual Misconduct, the Title IX Coordinators, and the Yale Police Department between July 1, 2018 and December 31, 2018. It also includes updates on 5 complaints that were presented in previous reports. As Figure 1 below shows, the number of complaints brought to the University's attention last semester remained high relative to earlier reporting periods, hopefully reflecting heightened awareness and utilization of our resources.

In addition to presenting information in the statistical and descriptive formats used in previous reports, the current report also includes graphical representations of some of the data. These additions were made in response to and with the assistance of many members of the community, most notably the Undergraduate and Graduate and Professional Student Title IX Advisory Boards and the Office for Gender and Campus Culture. We look forward to hearing your thoughts on these changes and your suggestions for additional modifications that will make the reports more informative.

As I have observed in the past, this report captures information only about complaints that have been brought forward and tells us very little about the overall incidence of sexual misconduct on our campus. In an effort to obtain important additional information, we have partnered this semester with 32 peer institutions and the Association of American Universities (AAU) to conduct the second AAU Campus Sexual Climate Survey, which has been offered to all students and seeks to gather information not only about individual experiences of sexual misconduct but also about students' attitudes and perceptions of University resources and campus climate. The results of the 2015 AAU Campus Climate Survey proved to be powerful in drawing our attention to the challenges we face, guiding institutional prevention and response initiatives, and focusing our collective energies even more strongly on building a safer, more inclusive, and more respectful campus.

I look forward to discussing the AAU Survey findings with the Yale community in the fall of 2019 when the findings will be published. I have no doubt these discussions will guide further enhancements in our existing programs and stimulate new initiatives. In the meantime, I must extend my deepest thanks and admiration to

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

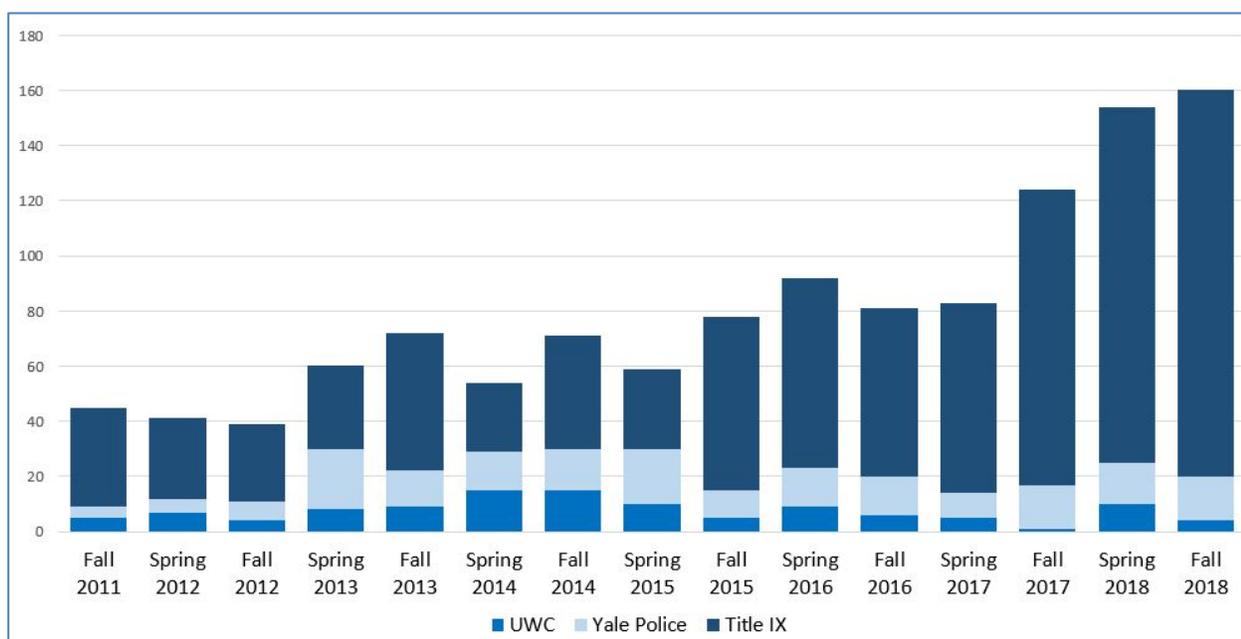
the many, many groups and individuals whose extraordinary efforts stimulated interest and participation in the 2019 Survey—University leadership; the Office of Institutional Research; the deans of Yale College and the graduate and professional schools; the Title IX coordinators and Office staff; the Undergraduate and Graduate Student Title IX advisory boards; the CCEs, the YCC, the GSA, the GPSS and many other graduate and professional school student groups; and countless individual students and faculty and staff.

As we look forward, we face uncertainty with regard to the prospect of regulatory change relating to Title IX. Nonetheless, the University remains steadfast in its commitment to address sexual misconduct effectively and fairly, and I remain certain of the power of community engagement to make positive and enduring change. Accordingly, and as always, I welcome your comments, suggestions, and questions about the report ([titleix@yale.edu](mailto:titleix@yale.edu) or 203-432-6854).

**Stephanie Spangler**

**March 12, 2019**

Figure 1. Sexual Misconduct Complaints brought forward July 1, 2011 – December 31, 2018



**Figure 1.** Complaints of sexual misconduct brought forward between July 1, 2011 and December 31, 2018. Colors represent the university office/committee that primarily handled the complaint.

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

## Guide to this Report

This report includes both statistical and descriptive summaries of the complaints brought forward within this reporting period (July 1 – December 31, 2018) which are organized according to the office or committee that addressed the complaint most recently and/or definitively: the University-Wide Committee on Sexual Misconduct (UWC), the Title IX coordinators, and the Yale Police Department (YPD).

The statistical summaries present the complaints by complainant affiliation, by respondent affiliation, by gender configuration, and lastly by the venue through which the complaint was primarily addressed. Throughout the narrative portion of the report you will find cases that engaged more than one of these venues, showing the close coordination of the UWC, the Title IX coordinators, and the YPD in working with complainants to 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. For example, Yale University defines “sexual assault” as “any kind of nonconsensual sexual contact, including rape, groping, or any other nonconsensual sexual touching.” We have embedded links to key definitions and terminology in the report (which also appear at the end of this report), so that readers can understand what behaviors may be included in any category. We have also included links to [Frequently Asked Questions](#) and to hypothetical case [scenarios](#), which illustrate Yale’s definition of consent. Readers can find comprehensive information about Yale’s policies, definitions and procedures in the guide [“Preventing and Responding to Sexual Misconduct: Building a Climate of Safety and Respect at Yale.”](#)

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

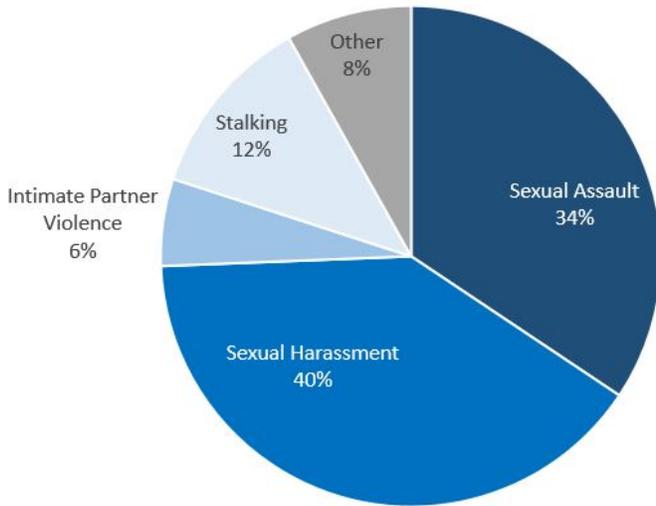
The statistics below include all complaints of sexual misconduct brought forward within this reporting period (July 1 – December 31, 2018), regardless of when the alleged events occurred. To avoid duplication, the tables and charts below do not include complaints presented as updates in this report since these complaints were already included in the statistical summaries of previous reports (information about the updates to these complaints can be found on pages 9 and 17 of this report). The complaints of sexual misconduct are sorted in broad categories (e.g., sexual assault, intimate partner violence, sexual harassment) based on the complainant’s allegations. Complaints involving more than one allegation of sexual misconduct are listed only once. The complainant is the person who reported having experienced misconduct, or, in the case of third-party complaints, the person who is reported to have experienced it. The respondent is the person (or persons) alleged to have committed the misconduct.

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

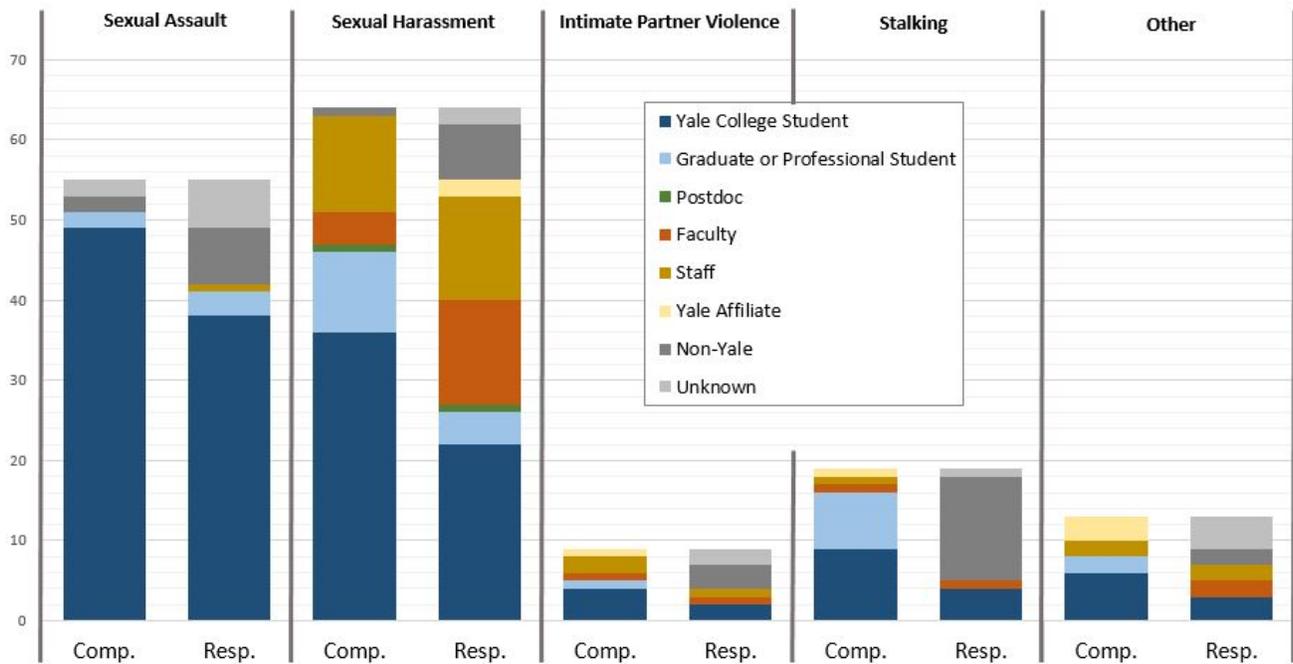
**Questions?** See the [Title IX FAQs](#) and [Sexual Misconduct Scenarios](#) for more information.

Figure 2. Sexual Misconduct Complaints by Behavior (160 Total Complaints)



**Figure 2.** Complaints of sexual misconduct brought forward July 1 through December 31, 2018 (see Table 1 for more detail). Please note that this pie chart only includes complaints reported during this period.

Figure 3. Sexual Misconduct Complaints by University Affiliation



**Figure 3.** Complaints of sexual misconduct brought forward July 1 through December 31, 2018 categorized by behavior reported (see Table 1 for more detail). Colors represent university affiliation of the individuals involved. (Comp. = Complainant; Resp. = Respondent)

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

Table 1. Sexual Misconduct Complaints by University Affiliation

		University affiliation								Total
		Undergrad Stdnt	Grad & Prof Stdnt	Staff	Post doc	Faculty	Yale Affiliate	Non-Yale	Unknown	
<u>Sexual Assault</u>	Complainant	50	2	0	0	0	0	2	2	56
	Respondent	39	3	1	0	0	0	7	6	
<u>Intimate Partner Violence</u>	Complainant	4	1	2	0	1	1	0	0	9
	Respondent	2	0	1	0	1	0	3	2	
<u>Sexual Harassment</u>	Complainant	35	10	12	1	4	0	1	0	63
	Respondent	21	4	13	1	13	2	7	2	
<u>Stalking</u>	Complainant	9	7	1	0	1	1	0	0	19
	Respondent	4	0	0	0	1	0	13	1	
<u>Other</u>	Complainant	6	2	2	0	0	3	0	0	13
	Respondent	3	0	2	0	2	0	2	4	
									<b>TOTAL</b>	<b>160</b>

Table 2. Sexual Misconduct Complaints by Gender Configuration

		Complainant gender					Total
		Female	Male	Other Gender Identity	Multiple Mixed Gender Complainants	Gender Not Known/ Reported	
<b>Respondent gender</b>	Female	3	9	0	0	1	13
	Male	104	12	1	0	6	123
	Other Gender Identity	0	0	0	0	0	0
	Multiple Mixed Gender Respondents	2	0	0	0	0	2
	Gender Not Known	12	4	1	0	5	22
	<b>Total</b>	<b>121</b>	<b>25</b>	<b>2</b>	<b>0</b>	<b>12</b>	<b>160</b>

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

Table 3. Sexual Misconduct Complaints by Office or Committee

		Office or committee that addressed the complaint			Total
		UWC - Formal	Title IX Coordinator	YPD	
Category of sexual misconduct reported	<a href="#">Sexual Assault</a>	1	54	1	56
	<a href="#">Intimate Partner Violence</a>	0	8	1	9
	<a href="#">Sexual Harassment</a>	0	62	1	63
	<a href="#">Stalking</a>	2	8	9	19
	<a href="#">Other</a>	1	8	4	13
	<b>Total</b>	<b>4</b>	<b>140</b>	<b>16</b>	<b>160</b>

In providing a range of formal and informal options for pursuing complaints, the University seeks to meet the varied needs of potential complainants. Whenever possible, it is the complainant who decides whether or not to pursue a complaint, and in what venue. In certain unusual circumstances, such as those involving risks to the safety of individuals and/or the community, the University will bring matters to a formal hearing independently of the wishes of an individual complainant. The choice of an informal process does not imply the matter is less serious than those matters pursued through formal processes, nor does it preclude the complainant from choosing to bring a formal complaint at a later date.

## Descriptive Summaries of Complaints

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

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

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

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

The following complaints were pursued through formal resolution with the UWC. In every case, the complainant was provided information about all options for pursuing complaints – including formal, informal, and criminal processes – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center ([SHARE](#)). See the [UWC Procedures](#) for more information. Also see page 21 of this report for an explanation of commonly-used terminology.

*During this reporting period (July 1 – December 31, 2018), there were 4 new complaints brought forward to the UWC, which are reported in this table.*

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	<a href="#">Retaliation</a>	A YC student reported that another YC student breached the UWC expectation of confidentiality in order to retaliate against the complainant and violated the no-contact order in place between the parties. The UWC found sufficient evidence of retaliation, violation of the no-contact order, and a violation of the Yale College Undergraduate Regulations in the form of harassment. The respondent was put 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.
Graduate & Professional Student	Yale College Student	<a href="#">Stalking</a>	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	<a href="#">Stalking</a>	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	<a href="#">Sexual assault</a>	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.

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

**Updates to previous complaints:** The complaints below were reported as pending in a previous report as complaints brought to a Title IX coordinator or the UWC. They were included in the statistical summaries in the previous report and are therefore not included in the statistical summaries at the beginning of this report.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	In a previous reporting period, 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	<a href="#">Sexual assault</a>	In a previous reporting period, 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 allegations.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	In a previous reporting period, 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.

## Title IX Coordinators

The following complaints were brought forward to either the University Title IX Coordinator or a Deputy Title IX coordinator (any of whom are referred to here as “Title IX coordinator”). The Title IX coordinators do not conduct formal hearings. However, depending on the affiliation of the parties, they may investigate complaints to the degree possible and work with the complainant, the respondent, and, where appropriate, the respondent’s supervisor to achieve a resolution of the complaint, which may include sanctions for respondents who are staff members and remedies and ongoing accommodations for the complainant. They may also put in place measures to support and protect the complainant. In making their determinations and recommendations, the Title IX coordinators strive to comply with the complainant’s wishes for resolution while ensuring that the University provides a safe and nondiscriminatory environment for all members of the Yale community. See the [Title IX](#) website for more information. Also see page 21 of this report for an exploration of commonly-used terminology.

*During this reporting period (July 1 – December 31, 2018), there were 140 cases brought forward to a Title IX coordinator. In addition, below are updates to complaints that were reported as pending in a previous report.*

### **SECTION I.**

While the specific actions may vary from case to case, Title IX coordinators respond to complaints by addressing any immediate concerns a complainant may have, connecting complainants and respondents with appropriate resources, ensuring that complainants are fully aware of the options available for further action, and helping to facilitate those actions.

In the following complaints, the complainant chose to pursue a resolution of the complaint with a Title IX coordinator. In some cases, the complainant requested that the Title IX coordinator facilitate accommodations or other actions. In other cases, the coordinator identified measures that might be taken (e.g., departmental training, academic/workplace accommodations) without revealing to the respondent that a report has been made and consulted with the complainant prior to implementing these measures. In these cases, the complainant was informed that no direct action can be taken against a respondent without providing notice of the complaint to the respondent. In every case, the complainant was provided information about all options for pursuing complaints – including formal, informal, and criminal processes – as well as information about support resources such as the Sexual Harassment and Assault Response & Education (SHARE) Center.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student with whom the complainant had been in a relationship engaged in sexual activity without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made inappropriate comments about the complainant. A YC administrator, in consultation with a Title IX coordinator, implemented residential accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A third party reported that a YC student made unwanted advances toward another YC student. A YC administrator, in consultation with a Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct and removed the respondent from a student leadership position.
Yale College Student	Yale College Student	<a href="#">Intimate partner violence</a>	A YC student reported that another YC student with whom the complainant had been in a relationship threatened the complainant. The Title IX coordinator offered academic accommodations to the complainant and referred the complainant to the YPD to discuss safety planning.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC administrator reported that a YC student inappropriately touched and made unwanted advances toward another YC student. A YC administrator, in consultation with a Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct and removed the respondent from a student leadership position.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made inappropriate comments to several students. After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made inappropriate comments to the complainant and other students. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made inappropriate comments and unwanted advances toward the complainant. The Title IX coordinator implemented extracurricular accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student paid unwanted attention to the complainant. The Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and facilitated a <a href="#">no-contact agreement</a> between the parties.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual touching without <a href="#">consent</a> . The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A third party reported that another YC student engaged in sexual activity without <a href="#">consent</a> with an unidentified YC student. The Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	YC students reported that another YC student sent messages of a sexual nature to the complainants. The respondent admitted to the conduct. A YC administrator, in consultation with the Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student with whom the complainant had been in a relationship engaged in sexual activity without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and facilitated a <a href="#">no-contact agreement</a> between the parties.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made inappropriate comments to several students. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual touching without <a href="#">consent</a> . At the complainant's request, the Title IX coordinator connected the complainant with other University resources.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A third party reported that a YC student engaged in sexual penetration without <a href="#">consent</a> with an unidentified YC student. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Retaliation</a>	A YC student reported that another YC student with whom the complainant had been in a relationship retaliated against the complainant after they ended the relationship. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and facilitated a <a href="#">no-contact agreement</a> between the parties.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Stalking</a>	A YC student reported that another YC student sent unwanted and distressing messages to the complainant on a number of occasions. A YC administrator, in consultation with the Title IX coordinator, implemented residential accommodations for the complainant. The Title IX coordinator referred the complainant to the YPD to discuss safety planning.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A third party reported that a YC student made unwanted advances toward other YC students. The Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual touching of the complainant and other students without <a href="#">consent</a> . A YC administrator, in consultation with a Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct and facilitated a <a href="#">no-contact agreement</a> between the parties.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . The Title IX coordinator implemented academic accommodations for the complainant.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	<a href="#">Intimate partner violence</a>	A YC student reported that another YC student with whom the complainant had been in a relationship physically assaulted the complainant. The Title IX coordinator implemented academic accommodations for the complainant and facilitated a <a href="#">no-contact agreement</a> between the parties.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A third party reported that a YC student made inappropriate comments to other unidentified YC students participating in the same program. The Title IX coordinator worked with the program staff to provide additional training to all program participants.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	A YC student reported that another YC student made unwanted advances toward the complainant. The Title IX coordinator implemented residential accommodations for the complainant.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A third party reported that a YC student engaged in sexual activity without <a href="#">consent</a> with another YC student. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual activity without <a href="#">consent</a> . After consulting with the complainant, the Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and facilitated a <a href="#">no-contact agreement</a> between the parties.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported being sexually assaulted by another YC student. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A third party reported that a YC student was sexually assaulted by another YC student. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual harassment</a>	YC students reported that another YC student sent inappropriate messages to the complainant. The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A YC student reported that another YC student engaged in sexual penetration without <a href="#">consent</a> . The case is pending.
Yale College Student	Yale College Student	<a href="#">Sexual assault</a>	A former YC student reported that another YC student with whom the complainant had been in a relationship engaged in sexual activity without <a href="#">consent</a> . At the complainant's request, the Title IX coordinator connected the complainant with other University resources.
Yale College Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A YC student reported that a G&P student made inappropriate comments to the complainant. An administrator, in consultation with a Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct.
Yale College Student	Staff	<a href="#">Sexual harassment</a>	A YC student reported that a staff member sent inappropriate messages to the complainant on multiple occasions. The case is pending,
Yale College Student	Faculty	<a href="#">Sexual harassment</a>	A YC student reported that a faculty member paid unwanted attention to the complainant on multiple occasions. An administrator, in consultation with the Title IX coordinator, implemented academic accommodations for the complainant and <a href="#">counseled the respondent</a> on appropriate interactions with students.
Yale College Student	Faculty	<a href="#">Sexual harassment</a>	A YC student reported that a faculty member made inappropriate comments to the complainant on multiple occasions. The case is pending.
Yale College Student	Faculty	<a href="#">Sexual harassment</a>	A YC student reported that a faculty member paid unwanted attention to the complainant on multiple occasions. An administrator, in consultation with the Title IX coordinator, implemented academic accommodations for the complainant and <a href="#">counseled the respondent</a> on appropriate interactions with students.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Faculty	<a href="#">Retaliation</a>	A YC student reported that a faculty member retaliated after the student reported sexual harassment by a non-Yale individual during a study abroad program. The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Non-Yale	<a href="#">Sexual harassment</a>	A YC student reported that more than one non-Yale individuals made inappropriate comments to the complainant during a study abroad program. The Title IX coordinator will provide additional training for the staff of the off-campus program.
Yale College Student	Non-Yale	<a href="#">Sexual harassment</a>	A YC student reported that a non-Yale individual made inappropriate comments to and about the complainant during a study abroad program. The Title IX coordinator offered support and accommodations to the complainant and will facilitate additional training for the staff of the off-campus program.
Yale College Student	Non-Yale	<a href="#">Sexual assault</a>	A YC student reported that a non-Yale student engaged in sexual activity without <a href="#">consent</a> at an off-campus event. The Title IX coordinator implemented academic accommodations for the complainant and connected the complainant to other University resources.
Yale College Student	Non-Yale	<a href="#">Stalking</a>	A YC student reported that a former YC student engaged in stalking behaviors toward the complainant. The Title IX coordinator implemented extracurricular accommodations for the complainant and facilitated a <a href="#">no-contact agreement</a> between the parties.
Yale College Student	Non-Yale	<a href="#">Sexual harassment</a>	An administrator reported that a YC student was sexually harassed by a non-Yale individual during an off-campus summer internship. The Title IX coordinator will provide additional training to participants and directors of the summer internship program.
Yale College Student	Non-Yale	<a href="#">Sexual assault</a>	A YC student reported that a non-Yale individual engaged in sexual activity without <a href="#">consent</a> . The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Non-Yale	<a href="#">Sexual assault</a>	A YC student reported being sexually assaulted by a non-Yale individual during a summer abroad program. The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Unknown	<a href="#">Sexual assault</a>	A YC student reported being sexually assaulted by an unidentified individual. The case is pending.
Yale College Student	Unknown	<a href="#">Sexual assault</a>	A YC student reported that being sexually assaulted by an unidentified individual. The case is pending.
Yale College Student	Unknown	<a href="#">Other</a>	A YC student reported experiencing sexual misconduct by an unidentified individual. The Title IX coordinator implemented academic accommodations for the complainant.
Yale College Student	Unknown	<a href="#">Sexual assault</a>	A YC student reported being sexually assaulted by an unknown individual. The Title IX coordinator offered residential and academic accommodations to the complainant and connected the complainant to other University resources.
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual assault</a>	A former G&P student reported being sexually assaulted by another G&P student while the complainant was a student. The case is pending.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Graduate & Professional Student	<a href="#">Sexual harassment</a>	A G&P student reported that another G&P student made inappropriate comments to the complainant. The Title IX coordinator implemented academic accommodations for the complainant and facilitated a <a href="#">no-contact agreement</a> between the parties.
Graduate & Professional Student	Staff	<a href="#">Sexual harassment</a>	A G&P student reported that a staff member paid unwanted attention to the complainant on multiple occasions. The Title IX coordinator <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent's supervisor, in consultation with a Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct and imposed <a href="#">no-contact restrictions</a> .
Graduate & Professional Student	Staff	<a href="#">Sexual harassment</a>	A G&P student reported that a staff member inappropriately touched the complainant. A Human Resources representative, in consultation with the Title IX coordinator, <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent received a one-week suspension without pay. The HR representative <a href="#">counseled the respondent</a> on appropriate workplace conduct and implemented <a href="#">no-contact restrictions</a> .
Graduate & Professional Student	Staff	<a href="#">Sexual harassment</a>	An anonymous G&P student reported that a staff member made inappropriate comments to students. The Title IX coordinator <a href="#">counseled the respondent</a> and referred the respondent for additional counseling on appropriate conduct.
Graduate & Professional Student	Staff	<a href="#">Sexual harassment</a>	An administrator reported that an unidentified G&P student was sexually harassed by an unidentified staff member. The Title IX coordinator <a href="#">investigated</a> and <a href="#">could not substantiate</a> the allegations.
Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	A G&P student reported that a faculty member inappropriately touched the complainant and made an inappropriate comment to the complainant. The Title IX coordinator implemented academic accommodations for the complainant.
Graduate & Professional Student	Faculty	<a href="#">Policy on Teacher-Student Consensual Relations</a>	A third party reported that a faculty member engaged in a relationship with a G&P student in violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a> . The Title IX coordinator investigated and could not substantiate the allegation.
Graduate & Professional Student	Faculty	<a href="#">Sexual harassment</a>	A former G&P student reported that a faculty member made inappropriate comments and unwanted advances toward the complainant while the complainant was a student. The case is pending.
Graduate & Professional Student	Non-Yale	<a href="#">Stalking</a>	A G&P student reported that a non-Yale individual with whom the complainant had been in a relationship sent unwanted and distressing messages to the complainant on a number of occasions. The Title IX coordinator facilitated a <a href="#">no-contact agreement</a> between the parties, implemented campus restrictions for the respondent, and referred the complainant to the YPD to discuss safety planning.
Graduate & Professional Student	Non-Yale	<a href="#">Sexual harassment</a>	A G&P student reported that a non-Yale individual inappropriately touched the complainant. The Title IX coordinator implemented academic accommodations for the complainant and campus restrictions for the respondent, and facilitated a <a href="#">no-contact agreement</a> between the parties.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Non-Yale	<a href="#">Stalking</a>	A G&P student reported that a non-Yale individual with whom the complainant had been in a relationship sent unwanted and distressing messages to the complainant on a number of occasions. The Title IX coordinator facilitated a <a href="#">no-contact agreement</a> between the parties, implemented campus restrictions for the respondent, and referred the complainant to the YPD to discuss safety planning.
Staff	Staff	<a href="#">Policy on Staff Relationships</a>	A third party reported that a staff member engaged in a relationship with another staff member in violation of the <a href="#">Policy on Staff Relationships</a> . The case is pending.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member made inappropriate comments about the complainant. A Human Resources representative, in consultation with the Title IX coordinator, <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent received a verbal warning. The HR representative <a href="#">counseled the respondent</a> on appropriate workplace conduct.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member made inappropriate comments about the complainant. A Human Resources representative, in consultation with the Title IX coordinator, <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent received a verbal warning. The HR representative <a href="#">counseled the respondent</a> on appropriate workplace conduct.
Staff	Staff	<a href="#">Intimate partner violence</a>	A staff member reported that another staff member with whom the complainant had been in a relationship physically assaulted the complainant outside of the workplace and off-campus. A Human Resources representative, in consultation with the Title IX coordinator, provided workplace accommodations and referred the complainant to the YPD to discuss safety planning.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member made inappropriate comments to the complainant. A Title IX coordinator, <a href="#">investigated</a> and found <a href="#">sufficient evidence</a> to support the allegation. The respondent's employment was terminated.
Staff	Staff	<a href="#">Policy on Staff Relationships</a>	A third party reported that a staff member engaged in a relationship with another staff member in violation of the <a href="#">Policy on Staff Relationships</a> . The case is pending.
Staff	Staff	<a href="#">Sexual harassment</a>	A staff member reported that another staff member made inappropriate comments to the complainant and other staff members. The case is pending.
Staff	Faculty	<a href="#">Sexual harassment</a>	A staff member reported that a faculty member made inappropriate comments to the complainant. The Title IX coordinator <a href="#">counseled the respondent</a> on appropriate workplace conduct.
Staff	Faculty	<a href="#">Sexual harassment</a>	A staff member reported that a faculty member made inappropriate comments to the complainant. The Title IX coordinator <a href="#">counseled the respondent</a> on appropriate workplace conduct.
Staff	Faculty	<a href="#">Sexual harassment</a>	A staff member reported that a faculty member made unwanted advances toward the complainant on multiple occasions. An administrator, in consultation with the Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate workplace conduct.

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Staff	Yale Affiliate	<a href="#">Sexual harassment</a>	A staff member reported that a Yale affiliate made inappropriate comments. The Title IX coordinator <a href="#">counseled the respondent</a> on appropriate workplace conduct.
Staff	Non-Yale	<a href="#">Sexual harassment</a>	A staff member reported that a vendor made inappropriate comments to other staff members. The Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and implemented campus restrictions on the respondent.
Staff	Non-Yale	<a href="#">Stalking</a>	A third party reported that a non-Yale individual engaged in stalking behaviors with a staff member. The Title IX coordinator implemented workplace accommodations for the complainant.
Postdoctoral Trainee	Postdoctoral Trainee	<a href="#">Sexual harassment</a>	A postdoctoral trainee reported that another postdoctoral trainee paid unwanted attention to the complainant. The Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct and facilitated a <a href="#">no-contact agreement</a> between the parties.
Faculty	Faculty	<a href="#">Sexual harassment</a>	A faculty member reported that another faculty member made inappropriate comments. An administrator, in consultation with the Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate workplace conduct.
Faculty	Faculty	<a href="#">Sexual harassment</a>	A faculty member reported that another faculty member made inappropriate comments to the complainant. The respondent's supervisor, in consultation with the Title IX coordinator, <a href="#">counseled the respondent</a> on appropriate conduct.
Faculty	Faculty	<a href="#">Intimate partner violence</a>	A third party reported that a faculty member was physically assaulted by another faculty member with whom the complainant was in a relationship. The case is pending.
Faculty	Faculty	<a href="#">Sexual harassment</a>	A third party reported that a faculty member made unwanted advances toward another faculty member. The case is pending.
Faculty	Staff	<a href="#">Sexual harassment</a>	An administrator reported that a staff member made inappropriate gestures toward more than one faculty member. The case is pending.
Yale Affiliate	Non-Yale	<a href="#">Intimate partner violence</a>	A Yale affiliate reported that a non-Yale individual engaged in threatening behavior toward the complainant. The Title IX coordinator implemented residential accommodations for the complainant.
Non-Yale	Yale College Student	<a href="#">Sexual assault</a>	A non-Yale individual reported that a YC student engaged in sexual penetration without <a href="#">consent</a> . The Title IX coordinator implemented campus restrictions for the respondent and connected the complainant with the YPD and other non-University resources.
Non-Yale	Yale Affiliate	<a href="#">Sexual harassment</a>	A former YC student reported that a Yale affiliate made unwanted advances toward other YC students. The Title IX coordinator <a href="#">counseled the respondent</a> on appropriate conduct.
Unknown	Yale College Student	<a href="#">Sexual assault</a>	A third party reported that an unknown individual was sexually assaulted at an off-campus event. The Title IX coordinator investigated and could not substantiate the allegations.

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

**Updates to previous complaints:** The complaints below were reported as pending in a previous report as complaints brought to a Title IX Coordinator. They were included in the statistical summaries in the previous report and are therefore not included in the statistical summaries at the beginning of this report.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Unknown	<a href="#">Other</a>	In a previous reporting period, a YC student reported experiencing sexual misconduct by an unidentified individual. The Title IX coordinator implemented academic accommodations for the complainant.
Non-Yale	Faculty	<a href="#">Policy on Teacher-Student Consensual Relations</a>	In a previous reporting period, a non-Yale individual reported a possible violation of the <a href="#">Policy on Teacher-Student Consensual Relations</a> . The Title IX coordinator investigated and could not substantiate the allegations. The Title IX coordinator <a href="#">counseled the respondent</a> on the University sexual misconduct policies.

## SECTION II.

In some cases, after consulting with a Title IX coordinator regarding all options for pursuing complaints – including formal, informal, and criminal processes – and receiving information about support resources such as the Sexual Harassment and Assault Response & Education (SHARE) Center, the complainant decides not to pursue the complaint any further and requests that no action be taken by the coordinator. In these cases, the Title IX coordinator will inform the complainant that a complaint can be pursued at a later time and will follow up with the complainant to check on the complainant’s wellbeing. Except in cases of acute threat of harm to the complainant or to the campus community, the Title IX coordinator will not take any action without the complainant’s agreement.

The following table provides a statistical summary of those complaints where the complainant chose not to pursue the complaint and the coordinator took no further action. The complainants involved always have the option to pursue further action, in which case descriptive updates will be provided in future reports.

		Undergrad Stdnt	Grad & Prof Stdnt	Staff	Post doc	Faculty	Yale Affiliate	Non-Yale	Unknown	Total
<a href="#">Sexual assault</a>	Complainant	10	1	0	0	0	0	0	0	<b>11</b>
	Respondent	7	2	0	0	0	0	1	1	
<a href="#">Sexual harassment</a>	Complainant	3	1	2	0	0	0	0	0	<b>6</b>
	Respondent	2	1	2	0	1	0	0	0	
<a href="#">Intimate partner violence</a>	Complainant	1	0	0	0	0	0	0	0	<b>1</b>
	Respondent	0	0	0	0	0	0	1	0	
<a href="#">Stalking</a>	Complainant	1	0	0	0	0	0	0	0	<b>1</b>
	Respondent	1	0	0	0	0	0	0	0	
										<b>19</b>

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

### SECTION III.

In some cases, information about incidents of sexual misconduct comes to a Title IX coordinator from a third party, such as an administrator, a friend of those involved, or a witness. When possible, the coordinator will reach out to the potential complainant to offer support and to discuss resources and options. In many cases, the identities of one or both parties are not provided. Some complainants choose not to engage in further discussion with the coordinator or provide any additional information. The coordinator may explore whether there are any measures that might be taken without involving the complainant or revealing to the respondent that a report has been made and will attempt to consult with the complainant prior to taking any action. Except in cases of acute threat of harm to the complainant or to the campus community, the Title IX coordinator will not take any action without the complainant's agreement.

The following table provides a statistical summary of those complaints where the complainant chose not to engage with the Title IX coordinator and the coordinator took no further action. The complainants involved always have the option to pursue further action, in which case descriptive updates will be provided in future reports.

		Undergrad Stdnt	Grad & Prof Stdnt	Staff	Post doc	Faculty	Yale Affiliate	Non-Yale	Unknown	Total
<u>Sexual assault</u>	Complainant	16	0	0	0	0	0	0	1	17
	Respondent	12	0	1	0	0	0	2	2	
<u>Sexual harassment</u>	Complainant	10	1	0	0	0	0	0	0	11
	Respondent	6	1	0	0	1	0	1	2	
<u>Stalking</u>	Complainant	2	0	0	0	0	0	0	0	2
	Respondent	1	0	0	0	0	0	1	0	
<u>Intimate Partner Violence</u>	Complainant	1	1	0	0	0	0	0	0	2
	Respondent	0	0	0	0	0	0	0	2	
Other	Complainant	2	0	0	0	0	0	0	0	2
	Respondent	1	0	0	0	0	0	0	1	
										34

### Yale Police Department

The following are cases in which the complainant chose to contact the Yale Police Department (YPD), which addressed each case according to its procedures (see the [Yale Police website](#) for more information). All reports of possible sexual misconduct made to the YPD are reviewed by the University Title IX Coordinator. See page 21 of this report for an explanation of commonly-used terminology.

*During this reporting period (July 1 – December 31, 2018), there were 19 contacts with the YPD regarding possible sexual misconduct. 16 were handled primarily by the YPD and are described below. The remaining were referred to the UWC or a Title IX Coordinator for further investigation and resolution and are thus described above.*

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale Affiliate	Unknown	<a href="#">Voyeurism</a>	A Yale affiliate reported that an unknown individual attempted to record the complainant in a restroom on campus. The YPD investigated and could not identify the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale Affiliate	Unknown	<a href="#">Voyeurism</a>	A Yale affiliate reported that an unknown individual attempted to record the complainant in a restroom on campus. The YPD investigated and could not identify the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale Affiliate	Non-Yale	<a href="#">Stalking</a>	A Yale affiliate reported that a non-Yale individual followed the complainant to various off-campus locations. The YPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale College Student	Non-Yale	<a href="#">Stalking</a>	A YC student reported that a non-Yale individual followed the complainant to various off-campus locations including the complainant's residence. At the request of the complainant, the YPD warned the respondent not to contact the complainant and provided the complainant with <a href="#">information on safety and victim services</a> .
Yale College Student	Non-Yale	<a href="#">Sexual assault</a>	A YC student reported that a non-Yale individual engaged in sexual touching without <a href="#">consent</a> at an off-campus location. The NHPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale College Student	Non-Yale	<a href="#">Stalking</a>	A YC student reported that a non-Yale individual followed the complainant to various campus and off-campus locations. The YPD investigated and arrested the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale College Student	Non-Yale	<a href="#">Stalking</a>	A YC student reported that a non-Yale individual followed the complainant to various campus and off-campus locations. The YPD responded and could not locate the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Graduate & Professional Student	Unknown	<a href="#">Stalking</a>	A G&P student reported that an unknown individual followed the complainant to various off-campus locations and made threatening statements to the complainant. The YPD responded and could not locate the respondent. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale College Student	Non-Yale	<a href="#">Stalking</a>	A YC student reported that a non-Yale individual with whom the complainant had been in a relationship sent unwanted and distressing messages to the complainant on a number of occasions. The YPD investigated and no charges were pursued. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Staff	Non-Yale	<a href="#">Intimate partner violence</a>	A staff member reported that a non-Yale individual with whom the complainant had been in a relationship threatened the complainant with physical harm. The YPD referred the complaint to the authorities in the relevant jurisdiction and provided the complainant with <a href="#">information on safety and victim services</a> .

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

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Non-Yale	<a href="#">Stalking</a>	A G&P student reported that a non-Yale individual sent unwanted and distressing messages to the complainant on a number of occasions. At the request of the complainant, the YPD warned the respondent not to contact the complainant and provided the complainant with <a href="#">information on safety and victim services</a> .
Graduate & Professional Student	Non-Yale	<a href="#">Sexual Harassment</a>	A G&P student reported that a non-Yale individual made inappropriate comments to the complainant on a number of occasions. At the request of the complainant, the YPD warned the respondent not to contact the complainant and provided the complainant with <a href="#">information on safety and victim services</a> .
Graduate & Professional Student	Non-Yale	<a href="#">Stalking</a>	A G&P student reported that a non-Yale individual sent unwanted, distressing, and threatening messages to the complainant. The YPD warned the respondent to not contact the complainant or enter the Yale campus and provided the complainant with <a href="#">information on safety and victim services</a> .
Graduate & Professional Student	Non-Yale	<a href="#">Stalking</a>	A G&P student reported that a non-Yale individual with whom the complainant had been in a relationship sent unwanted and distressing messages to the complainant on a number of occasions. The NHPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Yale Affiliate	Non-Yale	<a href="#">Indecent Exposure</a>	A Yale affiliate reported that a non-Yale individual exposed themselves to the complainant. The YPD responded and the NHPD investigation is ongoing. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .
Graduate & Professional Student	Non-Yale	<a href="#">Other</a>	A G&P student reported that a non-Yale individual inappropriately touched themselves while watching the complainant as the complainant walked near campus. The YPD provided the complainant with <a href="#">information on safety and victim services</a> .

## Brief Definitions

The following are definitions for the specific terms used in this report to categorize the behaviors that would constitute sexual misconduct under Yale’s policies. For more information on Yale’s sexual misconduct policies and definitions, go to the [Sexual Misconduct Response website](#).

**Sexual assault** is any kind of nonconsensual sexual contact, including rape, groping, sexual penetration (which is the insertion of a penis, finger or object into another person’s vagina or anus), or any other nonconsensual sexual touching.<sup>ii</sup>

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

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

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

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 unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when: (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing; or (2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment. Sexual harassment may be found in a single episode, as well as in persistent behavior. All members of the community are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex or gender of the harasser.

**Stalking** is repeated or obsessive unwanted attention directed toward an individual or group that is likely to cause alarm, fear, or substantial emotional distress. Stalking may take many forms, including following, lying in wait, monitoring, and pursuing contact. Stalking may occur in person or through a medium of communication, such as letters, e-mail, text messages, or telephone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

**Other** includes a range of prohibited behaviors that do not fall into the categories above. Examples include voyeurism, audio-visual recording of sexual activity without consent, retaliation, and violations of the [Policy on Teacher-Student Consensual Relations](#).

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## 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](#).

“A Title IX Coordinator **brought a formal complaint**”: Under certain circumstances, the Title IX Coordinator of

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

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., whether 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, a Title IX Coordinator, or an administrator working in consultation with the Title IX Coordinator, will meet with the respondent to review the complaint 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.

**"*No-contact restrictions*"**: In all UWC formal complaints, no-contact restrictions are put in place for the duration of the UWC review. In cases resolved through a Title IX Coordinator, no-contact restrictions are made by agreement of the parties. In some cases, a respondent is issued a warning to cease all forms of contact (including physical, verbal, and electronic) with the complainant, which may also limit access to all 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 connect with SHARE or other University offices, coordinate interim safety measures, provide safety planning, and serve as a liaison with victims' assistance services. See the [YPD website](#) for more information.

**"The case is *pending*"**: In the case of a formal complaint under review by the UWC, "pending" means that the review of the complaint is still in process and the result will not be reported until a final decision on the complaint has been issued. In the case of a complaint brought to a Title IX coordinator, "pending" means that the resolution of the complaint is still in process, e.g., the Title IX coordinator is investigating the complaint or the complainant is still evaluating options.

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