

Yale University

Report of Complaints of Sexual Misconduct

Brought forward from January 1, 2012 through June 30, 2012

Introduction

This Report is the second semi-annual report to the Yale community about actions taken by the University in response to specific complaints of sexual misconduct. This Report is intended to inform the community regarding issues of sexual misconduct, to raise awareness of the procedures to address complaints of sexual misconduct, and to engage community members in identifying and deploying effective measures to prevent and address sexual misconduct and promote a campus culture of respect and responsibility.

This Report contains information about complaints of sexual misconduct brought to University officials between January 1, 2012 and June 30, 2012. It also provides updates for those cases presented in the January 2012 Report (which included complaints brought forward from July 1, 2011 through December 31, 2011) where resolution was pending at the time the January 2012 Report was issued.

As was the case with the January 2012 Report, the complaints in this Report are presented both as individual, descriptive summaries and in an aggregate, statistical format. The summaries are organized according to the office or committee that reviewed and addressed the complaints. Although a number of complaints were referred from one office/committee to another, each complaint is described only once.

The statistical summary shows the reported cases by the category of sexual misconduct that applies to the complainants' descriptions of complaints and sorts the cases by both the University affiliations of the complainants and the University affiliations of the respondents. It does not include the updated cases that had been presented and summarized in the January 2012 Report.

The Report is intended to be informative while, at the same time, protecting the privacy of the individuals involved. Consequently, it includes fairly broad categories of University affiliations and general descriptions of complaints and responsive actions. That said, the complaints in this Report reflect the wide variety of behaviors encompassed in the University's definition of sexual misconduct (<http://smr.yale.edu/definitions-sexual-misconduct-consent-and-harassment>) and include concerns about the adverse impacts of certain behaviors on the culture in the classroom and workplace as well as those describing harm to individuals.

Following the release of the January 2012 Report, I received a number of thoughtful comments and questions from members of the Yale community. One recurring question was: How many complaints should be in a Report such as this? My answer to that question is that we aspire to have no complaints in the Report – but only if and when the campus is truly free of sexual misconduct. Until that time, it is my hope that this Report and related University initiatives will encourage those who feel they have been impacted by acts of sexual misconduct to make use of the resources and procedures available to address

their complaints and that all members of the University community will continue to work together to create an environment of respect and responsibility where there is no place for sexual misconduct.

Once again, I invite your questions and suggestions regarding this Report and University programs relating to sexual misconduct. You may direct your comments to Stephanie Spangler, M.D., Deputy Provost for Health Affairs and Academic Integrity, at TitleIX@yale.edu.

Stephanie S. Spangler

July 31, 2012

Descriptive Summaries of Complaints

In the tables below, complainants and respondents are described by their University affiliations. The complainant, in most cases, is the individual who brought the complaint. In cases where a third party made the report, the complainant is the individual who is alleged to have been harmed or affected by the conduct. The respondent is the individual(s) against whom the complaint has been brought. In some cases, the complainant or the respondent is designated as “Unknown” because neither the individual’s identity nor his or her University affiliation could be determined.

The UWC tables separately show “formal complaints” and complaints pursued through “informal resolution.” The formal process involves an investigation by an external professional fact-finder, a full hearing and possible disciplinary sanctions. Informal resolution does not include extensive investigation or formal findings; its goal is to achieve a resolution that is desired by the complainant and acceptable to the respondent, and to counsel and educate the parties (note, however, that the University does not allow face-to-face mediation in cases alleging sexual violence). 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 bringing a formal complaint at a later date, subject to time limits under the UWC procedures.

Many in our community, including individuals who have experienced these harms, have requested that the University provide an informal resolution option. They have underscored that choice of and control over the process, whenever possible, is often an important element in helping those affected regain their sense of wellbeing. Consequently, the University generally offers this option to complainants. Only in rare circumstances, because of risks to the safety of individuals and/or the community, will the University be required to bring matters to a formal hearing independently of the wishes of an individual complainant.

Updates to cases previously reported in January 2012 report

The complaints in this section, having previously been reported, are not included in the statistical summary at the end of this report.

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	<p>A YC student brought a formal complaint to the UWC charging that two YC students had engaged in nonconsensual sex with her.</p> <p>Update: The UWC found a violation of the University's sexual misconduct policy. Written reprimands were issued to the respondents and measures were taken to limit contact between the parties.</p>
Yale College Student	Staff	<p>A YC student reported to a Title IX Coordinator that a male staff member had made inappropriate remarks to him. The Title IX Coordinator contacted the respondent's supervisor for further investigation.</p> <p>Update: Further investigation identified the alleged respondent as a student worker, who used an epithet not covered by Title IX. Nonetheless, the respondent will be counseled about appropriate behavior.</p>
Graduate & Professional Student	Faculty	<p>A third party reported to a Title IX Coordinator that a male faculty member made inappropriate remarks to a male G&P student.</p> <p>Update: A dean informed the student of the options for formal and informal resolution. The student declined to pursue the matter and the Title IX Coordinator will counsel the respondent about appropriate conduct.</p>
Graduate & Professional Student	Faculty	<p>A G&P student reported to a Title IX Coordinator that she had been harassed by a male faculty member and claimed a violation of the consensual relations policy.</p> <p>Update: The Title IX Coordinator referred the matter to the Provost because the complaint did not meet the temporal conditions for filing with the UWC. After initial review by the Provost, the respondent admitted a violation of the consensual relations policy and accepted a two-year suspension without pay.</p>
Staff	Faculty	<p>A staff member brought a formal complaint to the UWC charging that she had been sexually harassed by a male faculty member.</p> <p>Update: The UWC found a violation of the University's sexual misconduct policy. The respondent was given a written reprimand, his supervisory responsibilities were suspended for two years, and the respondent completed training on sexual harassment and appropriate workplace conduct.</p>

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Formal Complaints (see the [UWC Procedures](#) for more information)

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A YC student brought a formal complaint charging that a male YC student engaged in nonconsensual sex with her. The case is pending.
Yale College Student	Yale College Student	Two YC students brought a formal complaint charging that they had been subjected to actions of a sexual nature that were physically and verbally threatening by a male YC student. The UWC found sufficient evidence to support the allegations and affirmed a five-term probation. In addition, the respondent is restricted from consuming alcohol on campus and from being on campus if intoxicated.
Yale College Student	Yale College Student	A Title IX Coordinator brought a formal complaint against a male YC student charging that he had committed acts of intimate partner violence in the form of physical restraint against a female YC student, with whom he had been in a relationship. The UWC found sufficient evidence to support the allegations. In light of the respondent's prior history of similar conduct, the respondent was expelled.
Graduate & Professional Student	Graduate & Professional Student [*]	A Title IX Coordinator brought a formal complaint against a male G&P student charging that he had committed acts of intimidation, coercion, and intimate partner violence against a female G&P student. The UWC found sufficient evidence to support the allegations. The respondent was given a four-semester suspension, was restricted from contacting the complainant, and was barred from the campus. The student subsequently withdrew from the University.
Graduate & Professional Student	Graduate & Professional Student [*]	A Title IX Coordinator brought a formal complaint against a male G&P student charging that he had retaliated against a female G&P student who had filed a sexual misconduct complaint against him. The UWC could not accept jurisdiction over the complaint because the respondent had withdrawn from the University at the time the complaint was filed. Should the respondent apply to any school or program at Yale after serving his suspension, his eligibility to matriculate will be conditioned on the University's resolution of any outstanding complaints.
Graduate & Professional Student	Graduate & Professional Student [*]	A Title IX Coordinator brought a formal complaint against a male G&P student charging that he had committed acts of harassment and threatening and made unwanted sexual advances to a female G&P student. The UWC could not accept jurisdiction over the complaint because the respondent had withdrawn from the University at the time the complaint was filed. Should the respondent apply to any school or program at Yale after serving his suspension, his eligibility to matriculate will be conditioned on the University's resolution of any outstanding complaints.
Non-Yale	Graduate & Professional	A Title IX Coordinator brought a formal complaint against a male G&P student charging that he had sexually harassed and assaulted a non-Yale

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	Student	student. The UWC found sufficient evidence to support the allegations. The respondent was given a two-semester probation, was required to complete sexual harassment training, and received a letter of reprimand.
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[*] These complaints involve the same respondent. Since each complaint is based on a distinct set of circumstances, they are adjudicated separately under the UWC procedures.

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Complaints Pursued through Informal Resolution

The following complaints were pursued through informal resolution with the UWC. In every case, the complainant was provided information about all options, formal and informal, for review of his or her complaint and made the choice of how he or she wished to proceed. In cases in which the complainant chose to pursue informal resolution, no formal hearing was held, and no determination as to the validity of the allegations was made. (see the [UWC Procedures](#) for more information)

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A YC student sought resolution of an informal complaint alleging that a male YC student had sent a sexually explicit email communication about her. The Chair of the UWC and an administrator of the College counseled the respondent on appropriate conduct.
Yale College Student	Yale College Student	A YC student sought resolution of an informal complaint alleging that a male YC student, with whom she previously had a relationship, had verbally harassed her. The Chair of the UWC and an administrator of the College counseled the respondent on appropriate conduct and restricted the respondent from contacting the complainant.
Yale College Student	Yale College Student	A YC student sought resolution of an informal complaint alleging that a male YC student had inappropriately touched her. The Chair of the UWC and an administrator of the College counseled the respondent, who disputed the allegations. The Chair informed the female student of the options for pursuing her complaint and she declined to pursue the matter at this time.
Yale College Student	Yale College Student	A YC student sought resolution of an informal complaint alleging that a male YC student had physically and verbally intimidated her. The Chair of the UWC and an administrator of the College counseled the respondent, who disputed the allegations. The Chair informed the female student of the options for pursuing her complaint and she has not pursued the matter at this time.
Yale College Student	Yale College Student	A YC student sought resolution of an informal complaint alleging that a male YC student had behaved disrespectfully toward her and other female students at a social event. The Chair of the UWC and an administrator of the College spoke with the respondent, who acknowledged and apologized for the conduct, and counseled him on appropriate conduct.

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Yale College Student	Yale College Student	A YC student sought resolution of an informal complaint alleging that he had been subjected to threatening, physical behaviors of a sexual nature by a male YC student. An administrator of the College counseled the respondent on appropriate conduct, and restricted the respondent from contacting the complainant.
Yale College Student	Graduate & Professional Student	A YC student sought resolution of an informal complaint alleging that a male G&P teaching fellow had sent her inappropriate email messages of a personal nature. An administrator of the respondent's school counseled the respondent on appropriate conduct and restricted him from contacting the complainant.
Yale College Student	Faculty	More than one YC student reported that a male faculty member made inappropriately personal remarks to students in class. A university administrator counseled the respondent about appropriate professional conduct.

Title IX Coordinators		
<p>The following are cases in which the complainant, having been informed of all options available, chose to pursue resolution with the Title IX Coordinator and without a formal hearing. In addition to presenting options, Title IX Coordinators routinely provide information about support resources such as the Sexual Harassment and Assault Response & Education center (SHARE). (see the Title IX website for more information)</p>		
Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A YC student reported that a male YC student, whom she would not identify and with whom she had a relationship, had nonconsensual sex with her. A dean, in consultation with the Title IX Coordinator, informed the female student of the options for formal and informal resolution. The case is pending.
Yale College Student	Yale College Student	A third party reported that a female YC student had been physically restrained by a male YC student, with whom she has a relationship. The female student denied that she had been physically restrained. A Title IX Coordinator informed the female student of options for formal and informal resolution, and the student declined to pursue the matter at this time. Nonetheless, the Title IX Coordinator and a dean will meet with the respondent, counsel him about appropriate conduct and refer him for further counseling.
Yale College Student	Yale College Student	A YC student reported that inappropriate remarks about her had been posted to a website operated by a student organization. A Title IX Coordinator substantiated the allegations. A YC administrator counseled the leaders of the organization regarding appropriate behavior and verified that the posting had been removed.

Title IX Coordinators		
Yale College Student	Yale College Student	A YC administrator reported that a female YC student reported that a male YC student, whom she would not identify, was stalking her. The YC administrator informed the female student of the options for formal and informal resolution. The student requested a transfer to another residential college, which the administrator facilitated.
Yale College Student	Graduate & Professional Student	A third party, who requested confidentiality, reported that a male G&P teaching fellow may have violated the consensual relations policy. The Title IX Coordinator met with the respondent, who disputed the allegations. Nonetheless, the Title IX Coordinator counseled the respondent about appropriate professional conduct.
Yale College Student	Graduate & Professional Student	A YC student reported that a male G&P student made inappropriate comments of a sexual nature and unwanted advances toward her. The YC student requested confidentiality. The Title IX Coordinator and a dean met with the respondent and counseled him about appropriate professional conduct and about the consensual relations policy.
Yale College Student	Faculty	Several YC students reported that a male faculty member had unwanted physical contact with them and other students. A Title IX Coordinator met with the respondent, counseled him about professional conduct, and arranged for him to complete further training on appropriate workplace conduct.
Graduate & Professional Student	Graduate & Professional Student	Two G&P students reported that inappropriate comments of a sexual nature were made by a third G&P student. The complainants requested confidentiality. A dean informed the complainants of the options for formal and informal resolution, and the students declined to pursue the matter at this time.
Graduate & Professional Student	Graduate & Professional Student	A G&P student reported that a male G&P student, with whom she previously had a relationship, had physically abused her. The respondent disputed the allegations. A Title IX Coordinator informed the female student of options for formal and informal resolution, and the student declined to pursue the matter at this time. Nonetheless, the Title IX Coordinator restricted the respondent's contact with the complainant.
Graduate & Professional Student	Graduate & Professional Student	A G&P student reported that she had received inappropriate email communications from a male G&P student. A Title IX Coordinator informed the female student of the options for formal and informal resolution. The student requested that the respondent be restricted from contacting her, which the Title IX Coordinator facilitated.
Graduate & Professional Student	Faculty	A G&P student reported that a male faculty member paid unwanted attention and behaved inappropriately towards her. The respondent's supervisor counseled the respondent on appropriate conduct, issued a written disciplinary warning, and the respondent completed further training on appropriate workplace conduct. In addition, the complainant was moved, at her request, to an alternative location.

Title IX Coordinators		
Graduate & Professional Student	Faculty	A third party reported a possible violation of the consensual relations policy by a male faculty member. The Title IX Coordinator could not substantiate the allegations. The Title IX Coordinator discussed the incident with the department chair and conducted training on sexual misconduct for the department. The chair will counsel the respondent on appropriate workplace conduct.
Graduate & Professional Student	Faculty	A third party reported that a male affiliated faculty member had made inappropriately personal comments to a female G&P student. The respondent's supervisor counseled him about appropriate professional conduct, required him to attend sexual harassment training, and continues to monitor his activity.
Graduate & Professional Student	Faculty	A G&P student reported that a male faculty member made inappropriate remarks and had unwanted physical contact with him. A dean counseled the respondent, who admitted to the allegations, and restricted the respondent from contacting the complainant.
Graduate & Professional Student	Faculty	Two G&P students reported that two male faculty members had, on multiple occasions, made inappropriate remarks of a sexual nature to them and other students. The respondents' supervisor substantiated the allegations and counseled the respondent on appropriate conduct, documentation of which was placed in their files, and required them to attend further training on appropriate workplace conduct.
Graduate & Professional Student	Faculty	A G&P student reported that a male faculty member made inappropriate comments of a personal nature and had unwanted physical contact with female students in the classroom. A Title IX Coordinator counseled the respondent about appropriate conduct.
Graduate & Professional Student	Non-Yale	Two G&P students reported that they had received an email communication with sexual content from a male guest lecturer. The Title IX Coordinator informed the students of the options for formal and informal resolution and the students declined to pursue the matter at this time. Nonetheless, the Title IX Coordinator counseled the respondent about appropriate conduct.
Staff	Faculty	A staff member reported that a male faculty member made inappropriate remarks of a sexual nature to her. An investigation by a Title IX Coordinator did not substantiate the allegations. Nonetheless, the Title IX Coordinator and the respondent's supervisor counseled the respondent on appropriate workplace conduct, and required the respondent to attend sexual harassment training. In addition, the complainant's work responsibilities were modified, at her request, to limit her contact with the respondent.

Title IX Coordinators		
Staff	Faculty	A staff member reported that she was physically abused by a male faculty member, with whom she has a relationship. A Title IX Coordinator informed the staff member of options for formal and informal resolution. The staff member requested confidentiality and declined to pursue the matter at this time.
Staff	Graduate & Professional Student	A staff member reported that she was sexually harassed by a male G&P student. The Title Coordinator informed the staff member of options for formal and informal resolution of her complaint. The complainant chose not to pursue further action.
Staff	Staff	A staff member reported that a male staff member made unwanted verbal and physical advances toward her. A Human Resources representative substantiated the allegations. The Human Resources representative counseled the respondent on appropriate workplace conduct, and restricted his contact with the complainant.
Staff	Staff	A staff member reported that a female staff member made inappropriate comments of a sexual nature to him. A Human Resources representative substantiated the allegations. The Human Resources representative counseled the respondent on appropriate workplace conduct.
Staff	Staff	A staff member reported that a male staff member had paid unwanted attention and made inappropriately personal comments to her. A Title IX Coordinator substantiated the allegations. The respondent's supervisor issued a written disciplinary warning, the respondent was moved to a different work location with increased oversight, and the respondent completed training on sexual harassment and appropriate workplace conduct.
Staff	Staff	A staff member reported that she was sexually harassed by a male staff member. An investigation by the Title IX Coordinator determined that the behavior did not constitute sexual harassment. Nonetheless, the Title IX Coordinator counseled the respondent about appropriate workplace conduct. The respondent has left Yale.
Staff	Staff	A staff member reported that a male staff member made inappropriate comments and had unwanted physical contact with her. A Title IX Coordinator substantiated the allegations. The respondent's supervisor issued a written disciplinary warning, and the respondent completed training on appropriate workplace conduct.
Postdoc	Faculty	A postdoctoral trainee reported that she was sexually harassed by a male faculty member. A Title IX Coordinator substantiated the allegations. The Title IX Coordinator counseled the respondent on appropriate workplace conduct and restricted the respondent from contacting the complainant. The respondent's supervisor issued a written disciplinary warning.

Title IX Coordinators		
Postdoc	Staff	A postdoctoral trainee reported that a male staff member made inappropriately personal comments to her. A Human Resources representative substantiated the allegations. The respondent's supervisor issued a written disciplinary warning, the respondent was moved to a different work location with increased oversight, and the respondent completed training on appropriate workplace conduct.
Unknown	Faculty	An anonymous individual reported that a male faculty member had behaved inappropriately toward female students. A dean, in consultation with the Title IX Coordinator, counseled the respondent about appropriate professional conduct.
Unknown	Staff	An anonymous individual reported that a male staff member had sexually harassed other staff members and non-Yale individuals. A Title IX Coordinator substantiated the allegations. The respondent's employment was terminated.

Yale Police Department		
(see the Yale Police website for more information)		
<i>During the reporting period, there were twelve contacts with the Yale Police Department regarding possible sexual misconduct. Of these cases, seven were referred to the UWC or a Title IX Coordinator for further investigation and resolution and summaries are included above in the UWC or Coordinator sections of this document. The five cases handled solely by the Yale Police are described below. All reports of possible sexual misconduct made to the YPD were reviewed by the University Title IX Coordinator.</i>		
Yale College Student	Unknown	A YC student filed a complaint alleging that he was contacted by an unknown individual, who claimed to be a member of a student organization and told the YC student to commit acts of sexual misconduct as a rite of initiation. The YPD informed the student of options for formal and informal resolution.
Graduate & Professional Student	Unknown	A G&P student filed a complaint alleging that an unknown male individual had exposed himself to her. The YPD investigation is pending.
Graduate & Professional Student	Unknown	A G&P student filed a complaint alleging that she had received inappropriate phone calls from an anonymous source. The YPD intervened during one of the calls and the complainant reports that the calls have stopped since that time. The YPD investigated and was not able to identify the source of the calls.
Graduate & Professional Student	Unknown	A G&P student alleged that she had received inappropriate phone calls from an anonymous source. The YPD investigated and was not able to identify the source of the calls.

Yale Police Department		
Staff	Non-Yale	A staff member filed a complaint alleging that she had been subjected to physical abuse by a non-Yale male individual, with whom she has a relationship. The YPD investigated. The complainant elected not to press charges.

Human Resources
(see the Human Resources website for more information)
<i>No complaints brought through the Human Resources grievance processes</i>

Statistical Summary of Complaints

Brought forward from January 1, 2012 through June 30, 2012

For complaints involving allegations of both sexual harassment and sexual assault, the complaint is classified as sexual assault.¹

Complainant	Undergrad	G&P	Staff	Postdoc	Faculty	Non-Yale	Unknown
Sexual Harassment *	11	11	7	2	0	0	2
Sexual Assault **	3	0	0	0	0	1	0
Other ***	5	5	2	0	0	0	0

Respondent	Undergrad	G&P	Staff	Postdoc	Faculty	Non-Yale	Unknown
Sexual Harassment *	6	6	7	0	10	1	3
Sexual Assault **	3	1	0	0	0	0	0
Other ***	4	4	0	0	2	1	1

* Sexual Harassment includes: unwanted sexual advances, inappropriate comments, threatening, intimidation, and harassment

** Sexual Assault includes: unwanted sexual contact, unwanted touching, nonconsensual sex/rape. The sexual assault data in this report will not correspond to Yale's annual report required under the federal Clery Act because this report uses a more expansive definition of sexual assault and includes cases from a wider geographic jurisdiction than in the Clery report.

*** Other includes complaints that did not meet the definition of sexual harassment or sexual assault, e.g., intimate partner violence, stalking, violation of the consensual relations policy

¹ August 1, 2012: One complaint with multiple allegations was reclassified from sexual harassment to sexual assault. No changes were made to the descriptive summaries.