

# Preventing and Responding to Sexual Misconduct: *Building a Climate of Safety and Respect at Yale*



## YALE RESOURCES

For full information on resources, see pages 7-10

### SHARE: Information, Advocacy, and Support

[sharecenter.yale.edu](http://sharecenter.yale.edu)

203.432.2000 (9 AM – 5 PM weekdays, after hours availability for time-sensitive matters)

Professional, expert help for people who have experienced sexual misconduct, as well as their friends and family

Coordinates access to medical treatment, evidence collection, and legal consultations

Assists with contacting police and/or initiating a complaint process

Will only share information if you wish, except in situations of imminent harm

### University-Wide Committee on Sexual Misconduct

[uwc.yale.edu](http://uwc.yale.edu)

203.432.4449 (9 AM – 5 PM weekdays)

Yale's internal disciplinary committee for handling formal complaints of sexual misconduct

Members include faculty, senior staff, and graduate and professional students; supported by impartial investigators

Assists individuals in learning more about the formal complaint process and where to go for support and guidance

For the most up to date information visit [titleix.yale.edu](http://titleix.yale.edu)

### Another way to connect with Yale resources!

Download the free *Livesafe*® app from the Apple or Android app stores.



### Yale Police Department

[your.yale.edu/community/public-safety/yale-police-department](http://your.yale.edu/community/public-safety/yale-police-department)

203.432.4400 (24/7 availability)

Sworn police officers; Sensitive Crimes & Support Coordinator

Conducts criminal investigations

Provides services to victims, such as safety planning and assistance in obtaining a protective order

Will consult without requiring a police report to be filed

### Title IX Coordinators

[titleix.yale.edu](http://titleix.yale.edu)

203.432.6854 (9 AM – 5 PM weekdays)

See page 33 for Title IX Coordinators' contact information

For the most up to date information visit [titleix.yale.edu](http://titleix.yale.edu)

Title IX Coordinators are available to students in Yale College, the Graduate School, each professional school, and to all faculty and staff

Responsible for policies, programs, and coordination of resources

Track and respond to concerns

Coordinate accommodations and other supportive measures

Inform individuals of disciplinary and criminal complaint options

Will take action in situations of immediate or ongoing risk to an individual or to the safety of the community

Not sure where to begin?

Contact SHARE

This guide provides an overview of the University's policies and the broad range of resources available to prevent and respond to sexual misconduct at Yale. For the most up-to-date and detailed information, please visit [titleix.yale.edu](https://titleix.yale.edu).

The most important thing that you need to know is:

You should expect to feel safe and respected at all times at Yale. If for any reason you do not, Yale will provide resources to support you and help you take action.

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

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

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

### Definition of Sexual Misconduct

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

Sexual misconduct often includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently severe or pervasive to constitute sexual harassment is sexual misconduct. Making photographs, video, or other visual or auditory recordings of a sexual nature of another person without their consent constitutes sexual misconduct, even if the activity documented was consensual. Similarly, sharing such recordings or other sexually harassing electronic communications without consent is a form of sexual misconduct.

NOTE: Federal regulations for the implementation of Title IX of the Education Amendments of 1972 provide detailed rules for addressing formal complaints about some types of sexual misconduct. Sexual misconduct covered by these regulations is referred to in this booklet as "Title IX Sexual Misconduct" (see Appendix A). Yale's broader definitions of sexual misconduct include Title IX Sexual Misconduct. For questions about Title IX Sexual Misconduct or the rules applicable to formal complaints, please contact a Title IX Coordinator or the UWC.

Violations of Yale’s Policy on Teacher-Student Consensual Relations and its Policy on Relationships between Staff Members are also forms of sexual misconduct. Yale’s policies and definitions apply to all members of the Yale community, regardless of their sex or gender.

### Definition of Sexual Harassment

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

### Definition of Sexual Assault

Sexual assault is any kind of nonconsensual sexual contact, including rape, groping, or any other form of nonconsensual sexual touching.

### Definition of Sexual Consent

Under Yale’s policies, sexual activity requires affirmative consent, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual

activity throughout a sexual encounter. Consent cannot be inferred merely 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 by any participant at any time.

Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent. Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated due to alcohol, drugs, or some other condition. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity. Engaging in sexual activity with a person whom you know—or reasonably should know—to be incapacitated constitutes sexual misconduct.

### Definition of Intimate Partner Violence

Intimate partner violence (IPV) occurs when a current or former intimate partner uses or threatens physical or

Intimate Partner Violence may be accompanied by a range of abusive/controlling behaviors by a current or former intimate partner, such as verbal, emotional, or financial abuse. If you have experienced any of these behaviors, the SHARE Center and Title IX Coordinators are available to assist you.

## Guidance Regarding Sexual Consent

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

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

When alcohol or other drugs are involved, incapacitation is a state beyond drunkenness or intoxication. An inability to remember events is not on its own sufficient to demonstrate incapacitation. A person may be able to make and act on a considered decision to engage in sexual activity but not remember having done so.

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.

## Definition of Stalking

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

*See "Appendix B: Additional Federal and State Laws and Definitions" at the end of this guide for definitions of these offenses under state and federal law.*

## Yale Policy on Teacher-Student Consensual Relations

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

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

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

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

Teachers or students with questions about this policy are advised to consult with the University Title IX Coordinator, the Title IX Coordinator of their school, the

department chair, the appropriate dean, the Provost, or one of their designees. Students or other members of the community may lodge a complaint regarding an alleged violation of this policy with the University Title IX Coordinator, with the Title IX Coordinator of their school, or with the University-Wide Committee on Sexual Misconduct.

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

“Teachers” includes, but is not limited to, all ladder and instructional faculty of the University. “Teachers” also includes graduate and professional students and postdoctoral fellows and associates only when they are serving as part-time acting instructors, teaching fellows or in similar institutional roles, with respect to the students they are currently teaching or supervising. “Students” refers to those enrolled in any and all educational and training programs of the University. Additionally, this policy applies to members of the Yale community who are not teachers as defined above, but have authority over or mentoring relationships with students, including athletic coaches, supervisors of student employees, advisors and directors of student

organizations, Residential College Fellows, as well as others who advise, mentor, or evaluate students.

### Yale Policy on Relationships between Staff Members

Staff are expected to avoid romantic or sexual relationships with employees and trainees for whom they have or might reasonably expect to have supervisory or reporting responsibilities.

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

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

Individuals with questions about this policy or staff concerned about a romantic or sexual relationship in violation of this policy are encouraged to speak with their supervisor, Human Resources Generalist, or any Title IX Coordinator.

*See Staff Workplace Policies at [your.yale.edu/work-yale/staff-workplace-policies](http://your.yale.edu/work-yale/staff-workplace-policies)*

### Yale Policy on Retaliation

Yale University strictly forbids retaliation against individuals who report sexual misconduct, file complaints of sexual misconduct, cooperate in the investigation of sexual misconduct, or those who adjudicate formal complaints of sexual misconduct. This prohibition against retaliation protects complainants, respondents, witnesses, and other persons who have provided or may provide information to a Title IX Coordinator or the University-Wide Committee on Sexual Misconduct (UWC).

If you believe you have experienced retaliation, you should consult with a Title IX Coordinator or the UWC Secretary.

Yale does not discriminate in admissions, educational programs, or employment against any individual on account of that individual's sex, race, color, religion, age, disability, status as a protected veteran, or national or ethnic origin; nor does Yale discriminate on the basis of sexual orientation or gender identity or expression. See full text at: [yale.edu/nondiscrimination](http://yale.edu/nondiscrimination).



## The SHARE Center

### Information, Advocacy, and Support

55 Lock Street, Lower Level

203.432.2000 (9 AM – 5 PM weekdays, after hours

availability for time-sensitive matters)

[sharecenter.yale.edu](http://sharecenter.yale.edu)

SHARE, the Sexual Harassment and Assault Response and Education Center, offers information, advocacy and support to all members of the Yale community who are dealing with sexual misconduct of any kind. SHARE assists individuals who are dealing with recent or past experiences or who are supporting their friends, family or loved ones. Additionally, they have resources for individuals who may have concerns about their own behavior. SHARE is available any time of the day or night via a direct hotline, as well as for drop-ins on weekdays during regular business hours. SHARE services are confidential and can be anonymous when desired. SHARE can also facilitate access to mental

health or medical care (including accompaniment to the emergency room for evidence collection when requested), help with initiating complaint or legal processes (including obtaining a protective order), and assistance with contacting police. When requested, its staff works closely with the Title IX Coordinators, the University-Wide Committee on Sexual Misconduct, the Yale Police Department, and other on-campus or off-campus resources to best address the needs of community members. If you wish to make use of SHARE's services, you can call 203.432.2000 at any time for a phone consultation or to set up an appointment. Some legal and medical options are time-sensitive, so if you have been assaulted, we encourage you to call SHARE as soon as possible. Counselors can talk with you over the phone or meet you in person at Yale Health or the Yale-New Haven Hospital Emergency Room.



*Jennifer Czincz, PhD (Director), Freda Grant, PhD (Advocate and Conduct Awareness Program), Anna Seidner Osman, LMSW (Assistant Director) and Liz Schacht, LMSW (Counselor).*

### Title IX Coordinators

203.432.6854 (9 AM – 5 PM weekdays)

[titleix.yale.edu](http://titleix.yale.edu)

*See the inside back cover of this guide for additional contact information.*

Title IX<sup>1</sup> Coordinators are senior administrators and faculty members throughout the university who are available to consult with members of the community about their concerns and questions related to sex- or gender-based discrimination or sexual misconduct. This includes discrimination or harassment on the basis of sexual orientation, gender identity, gender



*From left to right: Elizabeth Conklin (Associate Vice President for Institutional Equity, Accessibility, and Belonging; University Title IX Coordinator), Diane Cornelius Charles (Director, Office of Institutional Equity and Accessibility), Jason Killheffer (Senior Deputy Title IX Coordinator; Director of Title IX Programs), Katie Shirley (Deputy Title IX Coordinator for Yale College), Erin Farley (Manager, Title IX Prevention, Education, and Outreach), October Mohr (Title IX Program Specialist)*

expression, and non-conformance with gender stereotypes. Coordinators can review options, identify supportive measures, and connect individuals with other campus resources, such as the SHARE Center or the Yale Police.

The University Title IX Coordinator, Elizabeth Conklin, has campus-wide responsibility for all policies, processes, and programs that address and prevent discrimination on the basis of sex or gender, including sexual misconduct. In addition to the University Title IX Coordinator, Yale has designated Deputy Title IX Coordinators across the University. You may contact any Coordinator at any time by email or phone (see contact information on page 33). Some community members prefer to contact the Title IX Coordinator that works directly with their school; others prefer to contact a Coordinator from another area of campus.

### **What steps can a Coordinator take to address concerns?**

Title IX Coordinators can put various measures in place to address complainants' safety concerns, mitigate the impact of sexual misconduct and sex- or gender-based discrimination, and address a potentially hostile climate. Many of these steps can be taken even if someone does not choose to pursue a formal complaint. For example, Coordinators may be able to change on-campus housing or

work locations, arrange for extra time to complete academic or work assignments, provide security escorts, or arrange for counseling as appropriate. Coordinators can also implement an agreement requiring the complainant and respondent to refrain from direct contact. Respondents may also agree to other steps, such as having their own housing, work, or classroom locations changed, and avoiding specific areas of campus. As well as these individually-focused measures, other steps may be taken to address climate concerns such as sexual harassment training for departments or groups.

### **What else do Coordinators do?**

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

*'Title IX of the Education Amendments of 1972 (see Appendix B) protects people from discrimination on the basis of sex or gender in educational programs and activities at institutions that receive federal funding. Discrimination on the basis of sex or gender includes sexual harassment, sexual assault, and other forms of sexual misconduct.*

**These resources are available to you even when you are away from campus**

### **University-Wide Committee on Sexual Misconduct (UWC)**

**203.432.4449 (9 AM – 5 PM weekdays)**  
**[uwc.yale.edu](http://uwc.yale.edu)**

The University-Wide Committee on Sexual Misconduct (UWC) is an internal disciplinary board available to students, faculty, and staff across the University for complaints of sexual misconduct, as described in the committee's procedures. The UWC is an accessible, representative, and trained body established to fairly and expeditiously address formal complaints of sexual misconduct. UWC staff members can answer inquiries about procedures and the University's sexual misconduct policy. In cases where formal resolution is sought, investigations are conducted by professional, impartial investigators.

### **Yale Police Department**

**101 Ashmun Street**  
**203.432.4400 (24/7 availability)**  
**[your.yale.edu/community/public-safety/yale-police-department](http://your.yale.edu/community/public-safety/yale-police-department)**

The Yale Police Department (YPD) operates 24/7 and is comprised of highly-trained, sworn police officers, including a Sensitive Crimes & Support Coordinator. The YPD has the capacity to perform full criminal investigations. In addition, the YPD can provide information on available victims' assistance services, safety planning, and other related issues. The YPD works closely with the New Haven Police Department, the New Haven State's Attorney, the SHARE Center, the University's Title IX Coordinators, and various other departments within the University.



*From left to right: Judith Krauss (UWC Chair), Aley Menon (UWC Secretary), and Anita Sharif-Hyder (UWC Associate Secretary)*

Preventing sexual misconduct is a community-wide effort. Everyone has a role to play in making our campus safer and more respectful.

### General Strategies

- **Trust your instincts.** If there are elements of an environment that feel uncomfortable, trust your instincts and seek help. Call on friends, colleagues, and other allies, including SHARE, Title IX Coordinators, supervisors, deans, and professors, to support you.
- **Look out for people around you.** Simply stepping in to act when you see a troubling situation can make a big difference. If you see something that causes you concern—even if you're not sure—check in and seek help, if necessary. SHARE, Title IX Coordinators, and/or the Yale Police can always guide you on how to help.
- **Respond to even minor issues.** Serious situations can often be averted by responding at the first sign of trouble. SHARE, Title IX Coordinators, and the Yale Police are always available to discuss any incident, no matter how big or small. If you are in a position of authority, you are responsible for establishing and maintaining a respectful environment.



Would you like to get involved in  
Yale's prevention efforts?  
Please visit [titleix.yale.edu](https://titleix.yale.edu)

- **Take sexual pressure seriously.** Many sexual assaults begin with low-level sexual pressure. Though sexual pressure and disregard don't always lead to assault, you deserve to have your boundaries respected, not pushed.
- **Communicate with your sexual and romantic partners.** Open discussion of desires and limits is a critical part of building a positive sexual culture. Take any signs of reluctance, refusal, or inability to consent including nonverbal signs, very seriously. If the signs are ambiguous, be sure to stop and check in or ask questions. In general, it's easy to tell if someone is enthusiastic about an encounter or not.
- **Be alert to patterns, not just isolated actions.** Sometimes, sexual misconduct can take the form of patterns of behaviors that might not be concerning in isolation, but that together constitute a problem. Take repeated disrespect, intimidation, and threats seriously, even if they seem small alone. Stalking can sometimes seem merely annoying or even flattering, but its intrusive nature must be taken seriously, whether it is online or in person. In cases of intimate partner violence (IPV), be on the lookout for patterns of isolation, control, and intimidation.
- **Be a role model.** A community free from sexual misconduct requires effort from all of us. Engage respectfully with your peers and

colleagues, and think carefully about how words or actions that may seem insignificant to you could hurt someone else. Set high standards for your community and model the behavior you expect.

- **Be safe.** In an emergency, you should always call 911. If you need to make a longer-term plan for your safety, SHARE, Title IX Coordinators, and the Yale Police can help.

### Bystander Intervention

Sexual violence is often enabled by cultural patterns of disrespect and pressure—patterns that let aggression pass unchecked. However, you can interrupt these patterns. Interventions don't have to be large or dramatic. Small interventions—asking a friend to leave a party with you, redirecting a conversation with a joke, or acting as a third wheel—are very effective.

#### *Steps to Action:*

- **Pay attention: be alert to things that make you uncomfortable.** In particular, look out for signs of sexual pressure, unwanted attention, disrespect, extreme drunkenness, or signs of fear and confusion. Keep an eye on anything worrying; don't ignore “little” things.
- **Decide: should someone intervene?** Does the situation seem to be making someone uncomfortable? Does someone need help? If

you can, check in with whomever you're aiming to help—but if you can't, trust your instincts.

- **Make a plan: fit your intervention to the situation.** Determine who is in the best position to act. You can call on friends, allies, hosts, and authority figures, or you can do something yourself. When's the best moment? Now? Later? Be creative and strategic.
- **Make it happen: follow your plan, and be ready to get help if you need it.** Look for allies and be alert to others trying to help. Start with the smallest possible intervention. Act even if you feel awkward or nervous.

#### *Techniques to Try:*

- **De-escalate:** Change the topic. Don't laugh at inappropriate jokes. Shift the focus away from the problem.
- **Offer help:** Signal your concern and willingness to act. It's okay if you are turned down at first or altogether: simply offering to help can change the dynamics.
- **Slow things down:** If a situation seems troubling, give people time to extricate themselves, if that's what they want.

- **Disrupt the situation:** Intrude. Make a joke. Change the topic. Spill something. Be a third wheel.
- **Name the problem:** Acknowledging that there are troubling dynamics at play can go a long way.
- **Check in again later:** Some situations may require ongoing intervention. Consider checking in later with the person you helped to see how they are doing.
- **Above all — be safe and remember that small interventions can be effective.** Act early, act often, but if you think you are in danger, step back and get help.

#### **Don't Forget to Get Support for Yourself**

Intervening in a situation can bring up challenging emotions or evoke past experiences for you. Therefore, it may be helpful to speak with friends, family, or loved ones, or to consult with a SHARE Counselor about your experience.



### Communication and Consent Educators (CCEs)

Yale College

<https://cce.yalecollege.yale.edu/>

[cce@yale.edu](mailto:cce@yale.edu), [facebook.com/yalecces](https://www.facebook.com/yalecces)

[@yalecces](https://www.instagram.com/yalecces)

The CCEs are a diverse group of undergraduates who work together to foster a more positive sexual and social climate on the Yale College campus. The CCEs aim to end sexual violence by transforming our community into one where respect, mutuality, and mindfulness are the norm. A safe campus is critically important, but the CCEs aim higher: for Yale to be a place where everyone can thrive.

Through workshops, trainings, and conversations, the CCEs help students identify troubling dynamics, develop skills for effective interventions, and work

on strategies for preventing patterns of negative behavior. CCE teams often collaborate with other student groups to change the campus environment, reimagining traditional events and practices to maximize opportunities for our ideals to flourish.

CCEs run workshops for all first-years and sophomores on consent and bystander intervention. They also offer a variety of workshops for juniors and seniors as well as community-building workshops for student groups that focus on strengthening core values. Most of their work, though, takes place within their own communities and residential colleges. The CCEs are always happy to collaborate with student groups, so get in touch with your college CCEs if you have ideas.



## Know Your Options

Sexual assault, harassment, and other forms of sexual misconduct can have profound impacts on personal, professional, and academic life. If you have experienced sexual misconduct of any kind, the University encourages you to seek the help and support that you need. This may include requesting accommodations or other supportive measures and/or pursuing disciplinary and/or criminal sanctions. The decision of how to proceed is left up to you, unless the situation involves an immediate or ongoing risk to your safety or the safety of the community. In these rare instances, a Title IX Coordinator will discuss these safety concerns with you and the actions the University intends to take to address them.

Individual experiences of sexual misconduct vary widely, as do people's needs. At Yale, you have choices about what to do and when – and people who can explain the options, answer your questions, and support you along the way.

### Steps you should consider taking:

- **Get support.** You should not have to cope with this experience alone. There are many places to turn, but SHARE offers particular expertise. The SHARE staff can provide

information and advocacy as well as support, all with strict confidentiality. SHARE can also help you take any of the steps below. You may contact SHARE 24/7 at 203.432.2000.

- **Seek medical treatment.** If you have experienced physical or sexual violence, it's important to get care as soon as possible. Even if you feel okay, you may be injured or at risk of contracting a sexually transmitted infection or becoming pregnant. If you were sexually assaulted within the past 120 hours, you should strongly consider having physical forensic evidence collected at the time of your medical examination. SHARE will coordinate with the hospital emergency room to make arrangements and guide you through this process.
- **Collect and preserve evidence.** Prompt collection of physical forensic evidence can be helpful. Other pieces of evidence are also important to save. Voicemails, emails, and text messages, for example, can be important if you decide to pursue a disciplinary or criminal complaint. Even if you don't initially plan to pursue a complaint, it is good to keep those options open by retaining evidence.

SHARE can help you work with the Title IX Coordinators and/or the police to identify evidence collection processes if this is something you choose to do.

- **Report the incident.** If you have experienced (or learned about) sexual misconduct involving a member of the Yale community, you may report to any Title IX Coordinator, the UWC, or the Yale Police (see the Resources section for contact information). By reporting the incident, you alert the University and enable administrators to respond appropriately both to your case and to broader patterns of concerning behavior. Disclosing a concern or experience also allows you to discuss your options and gives you immediate access to various accommodations. It does not commit you to pursuing a complaint, and you do not need to pursue a formal complaint to receive supportive measures.
- **Pursue a complaint.** Formal complaints of sexual misconduct may be pursued with the University-Wide Committee on Sexual Misconduct (UWC), and/or the Yale Police. Individuals come to the complaint process with different needs and goals, so it is important that there is a range of options for pursuing

a complaint. Title IX Coordinators, the UWC, and the YPD work hard, along with SHARE, to streamline and coordinate complaint processes, so it does not matter where you begin. The options are not mutually exclusive; you can pursue any or all of them as you wish. You will always be part of the decision-making process and the choices regarding whether or how to proceed are generally up to you (except in the rare event of an immediate or ongoing risk to your safety or the safety of the community). Title IX coordinators and the SHARE Center staff are available to discuss these options and can assist you with contacting the UWC and Yale Police.

- **Continue to get support.** Support can come in many forms, be it from friends, family, or professionals. You may reach out at any time to one of Yale's mental health counselors, SHARE counselors, chaplains, or Title IX Coordinators.

### Seeking Accommodations and Supportive Measures

If you have experienced sexual misconduct, there are steps the University can take to address the impacts from the incident, decrease the chance of recurrence, and provide a safe educational and work environment. Many steps can be taken



regardless of whether you choose to pursue a formal complaint. Title IX Coordinators are available to coordinate accommodations and other supportive measures. As always, your privacy will be safeguarded as these arrangements are made. The steps taken will be determined on a case-by-case basis, in response to your needs, the nature of the incident, and other factors, including the need to ensure individual and community safety. Measures can include no contact agreements, residential reassignments, and changes to employment or academic assignments.

Conversations with a Title IX coordinator may be by phone, email, or Zoom depending on individual preference. Initially, Coordinators will focus on your' immediate concerns, especially safety, emotional well-being, and professional or academic requirements. You do not need to describe experiences in detail in order to explore supportive measures; may choose to do so, but it is not necessary. Often, there are steps that can be taken—connecting someone with SHARE, shifting a class assignment, establishing a no-contact agreement, etc.— that can have immediate positive impact. Coordinators describe the full range of options and resources available for pursuing formal and criminal complaints, so that individuals can make a well-informed decision about next steps. Coordinators work closely with the SHARE

Center, the University-Wide Committee on Sexual Misconduct (UWC), Human Resources, and the Yale Police Department, and can coordinate efforts to respond to individuals' needs and decisions.

The names and contact information for all the Title IX Coordinators are listed on page 33 of this booklet and online at [titleix.yale.edu](http://titleix.yale.edu). Anyone can call or email any coordinator with concerns—no matter how big or small—about a specific incident or the campus sexual climate in general. Sometimes, information comes to Coordinators from friends, colleagues, or witnesses. In those cases, Coordinators reach out to potential complainants,

who can choose whether they want to engage in further discussion with the Coordinator. Coordinators are also able to suggest resources to support and advise respondents.

### Understanding Confidentiality

Privacy concerns are often at the forefront when someone has experienced sexual misconduct and we would like you to know what to expect if you reach out to University resources for support. If you are unsure and want to explore your options, SHARE is always a good place to start; you may reach a SHARE counselor at 203-432-2000.



**Confidential resources**

- SHARE Counselors
- Healthcare providers (including mental health practitioners)
- Chaplains

When consulted in their professional capacities, SHARE counselors, healthcare providers, and chaplains will not reveal any information you share without your explicit permission except in circumstances where there is an ongoing threat to your or another person's health and safety.

**Other Campus Resources (non-confidential)**

- Title IX Coordinators
- University-wide Committee on Sexual Misconduct
- Yale Police\*

*\* In certain cases involving reports of domestic violence, the Yale Police may be required to take actions under Connecticut law.*

Title IX Coordinators, the staff and members of the University-Wide Committee on Sexual Misconduct (UWC), and the Yale Police have specialized training and expertise in addressing issues of sexual misconduct, and will protect your privacy and share information only on a need-to-know basis.

Title IX Coordinators report information about disclosures to the Title IX office, which provides guidance on supportive measures and oversight on actions taken to address sexual misconduct. In cases of sexual assault or other criminal conduct, Title IX Coordinators will share nonidentifying details about the incident with the Yale Police Department for statistical purposes (as required by the federal Clery Act), and will advise you about the resources and assistance that the police can provide.

Title IX Coordinators can work with you to address your concerns, connect you with appropriate resources, review the supportive measures and resolution options available (formal, informal resolution, criminal), and will help facilitate those actions at your request. Many actions and accommodations can be taken or made while protecting your identity. Some accommodations may require the Title IX Coordinator to work with other University personnel (e.g., deans, Human Resources, housing staff), but they will only be pursued with your permission and the Title IX coordinator will provide only the amount of information necessary to facilitate the accommodation.

The UWC will report information about formal complaints of sexual misconduct to the Title IX Office, including the findings made and any

sanctions, if any, or other actions required by the UWC. The UWC will share information about formal complaints on a need-to-know basis with those offices involved in implementing the UWC's decisions.

Yale Police officers are trained to receive reports of sexual misconduct with sensitivity and will provide information regarding possible criminal investigations, as well as victim services and University resources. The Yale Police will share information about reports of sexual misconduct with the Title IX office.

### **Responsible employees**

Certain individuals on campus have a responsibility to report allegations of sexual misconduct to a Title IX Coordinator. These individuals include all faculty, residential college deans, student affairs staff and other administrators, UWC members, and students in official paid roles such as Communication and Consent Educators (CCEs), Peer Liaisons, and First-Year Counselors. When a Title IX Coordinator receives information about an incident of sexual misconduct, they may reach out to you to assess the situation and to offer you options and accommodations.

Some individuals, known as Campus Security Authorities (CSAs) under the federal Clery Act, also have a responsibility to report allegations of sexual misconduct to the Yale Police Department without including identifying details. A CSA is defined by law as a member of the campus police/public safety and security, any individual who has responsibility for campus security or an individual who has significant responsibility for student and campus activities.

### **Publications**

To inform the community, and to comply with state and federal requirements, the University issues regular publications about disclosures of sexual misconduct made to the University. These reports are written with great care to preserve the privacy of the individuals involved.

For the most up-to-date Yale policies and definitions, please see the Yale Title IX website at [titleix.yale.edu](http://titleix.yale.edu).



### Title IX Sexual Misconduct<sup>1</sup>

The following definitions will apply to allegations of misconduct addressed under Section 4 of the Procedures of the University-Wide Committee on Sexual Misconduct ([uwc.yale.edu/policies-and-procedures](http://uwc.yale.edu/policies-and-procedures)):

Federal regulations for the implementation of Title IX of the Education Amendments of 1972 provide detailed rules for addressing formal complaints about some types of sexual misconduct. Sexual Misconduct covered by these regulations is referred to as “Title IX Sexual Misconduct.” Yale’s broader definitions of sexual misconduct include Title IX Sexual Misconduct. For questions about Title IX Sexual Misconduct or the rules applicable to formal complaints, please contact a Title IX Coordinator or the UWC.

### Sexual Harassment

Sexual harassment occurs when (1) A Yale employee conditions the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome sexual conduct, or (2) An individual is

<sup>1</sup> All terms and their definitions in this section will be interpreted and applied by Yale in accordance with the definitions contained in 34 C.F.R. § 106.30 (the “Title IX regulations”). Yale’s language is intended to convey the same meaning as the definitions referenced in the Title IX regulations.

subjected to unwelcome conduct of a sexual nature determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies the individual equal access to Yale’s education program or activity.

### Sexual Assault

Sexual assault is any sexual act directed against another person without the consent of the victim, including rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape.

### Dating Violence

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

### Domestic Violence

Domestic violence includes felony or misdemeanor crimes of violence, on the basis of sex, committed:

- by a current or former spouse or intimate partner of the victim,
- by a person with whom the victim shares a child in common,



- by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Connecticut, such as others related by blood or marriage or who presently reside together or have resided together, or
- by any other person against an adult or youth<sup>2</sup> victim who is protected from that person's acts under the domestic or family violence laws of Connecticut.

## Stalking

Stalking means engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

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<sup>2</sup> For purposes of this definition, the term “youth” means a person who is 11 to 24 years old.

### Title IX of the Education Amendments of 1972 (20 USC § 1681)

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under

any education program or activity receiving Federal financial assistance.

### Connecticut General Statutes 10a-55m through 10a-55q

Connecticut laws on campus policies and procedures regarding sexual assault, stalking, and intimate partner violence.

### 20 U.S.C 1092(f)

Code as amended by the Campus SaVE Act of 2013.

### Sexual Assault

#### *Federal Definition*

**34 U.S.C. § 12291.** The term “sexual assault” means any nonconsensual sexual act proscribed by Federal, tribal, or State law, including when the victim lacks capacity to consent.

**20 U.S.C. § 1092.** The term “sexual assault” means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

#### **Sex Offenses Definitions From the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program**

**Sex Offenses**—Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.



A. Rape—The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

B. Sodomy—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

C. Sexual Assault With An Object—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

D. Fondling—The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental and physical incapacity.

**Sex Offenses**—Nonforcible Unlawful, nonforcible sexual intercourse.

A. Incest—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

B. Statutory Rape—Nonforcible sexual intercourse with a person who is under the statutory age of consent.

### ***Connecticut Definition***

**C.G.S. § 53a-70.** Sexual assault in the first degree: Class B or A felony. (a) A person is guilty of sexual assault in the first degree when such person (1) compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person, or (2) engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person, or (3) commits sexual assault in the second degree as provided in section 53a-71 and in the commission of such offense is aided by two or more other persons actually present, or (4) engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse.

**C.G.S. § 53a-70a.** Aggravated sexual assault in the first degree: Class B or A felony. (a) A person is guilty of aggravated sexual assault in the first degree when such person commits sexual assault in the first degree as provided in section 53a-70, and in the commission of such offense (1) such person uses or is armed with and threatens the use of or displays or represents by such person's words or conduct that such person possesses a deadly weapon, (2) with intent to disfigure the victim seriously and permanently, or to destroy, amputate or disable permanently a member or organ of the victim's body, such person causes such injury to such victim, (3) under circumstances evincing an extreme indifference to human life such person recklessly engages in conduct which creates a risk of death to the victim, and thereby causes serious physical injury to such victim, or (4) such person is aided by two or more other persons actually present. No person shall be convicted of sexual assault in the first degree and aggravated sexual assault in the first degree upon the same transaction but such person may be charged and prosecuted for both such offenses upon the same information.

**C.G.S. § 53a-71.** Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired

because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen

years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

**C.G.S. § 53a-72a.** Sexual assault in the third degree: Class D or C felony. (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical injury to himself or herself or a third person, or (2) engages in sexual intercourse with another person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

**C.G.S. § 53a-72b.** Sexual assault in the third degree with a firearm: Class C or B felony. (a) A person is guilty of sexual assault in the third degree with a firearm when such person commits sexual assault in the third degree as provided in section 53a-72a, and in the commission of such offense, such person uses

or is armed with and threatens the use of or displays or represents by such person's words or conduct that such person possesses a pistol, revolver, machine gun, rifle, shotgun or other firearm. No person shall be convicted of sexual assault in the third degree and sexual assault in the third degree with a firearm upon the same transaction but such person may be charged and prosecuted for both such offenses upon the same information.

**C.G.S. § 53a-73a.** Sexual assault in the fourth degree: Class A misdemeanor or class D felony. (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally incapacitated or impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person's guardian or otherwise responsible for the general supervision of such other person's welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual contact without such other person's consent; or (3) such person engages in sexual contact with

an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a

program or activity, and (B) such other person is under eighteen years of age; or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

### Sexual Harassment

#### *Federal Definition*

**34 C.F.R § 106.30.** Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
- (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

### **Connecticut Definition**

**C.G.S. Sec. § 46a-60.** Discriminatory employment practices prohibited. (b) It shall be a discriminatory practice in violation of this section:

(8) For an employer, by the employer or the employer’s agent, for an employment agency, by itself or its agent, or for any labor organization, by itself or its agent, to harass any employee, person seeking employment or member on the basis of sex or gender identity or expression. “Sexual harassment” shall, for the purposes of this subdivision, be defined as any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (A) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (C) such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.

### **Intimate Partner Violence**

#### **Federal Definition**

**34 U.S.C. § 12291.** (8) The term “domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the

victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction...

(10) The term “dating violence” means violence committed by a person—

(A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and

(B) where the existence of such a relationship shall be determined based on a consideration of the following factors:

- (i) The length of the relationship.
- (ii) The type of relationship.
- (iii) The frequency of interaction between the persons involved in the relationship.

### **Connecticut Definition**

**C.G.S. § 10a-55m.** “Intimate partner violence” means any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70,

53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a, stalking under section 53a-181c, 53a-181d or 53a-181e, or family violence as designated under section 46b-38h.

### Stalking

#### *Federal Definition*

**34 U.S.C. § 12291.** The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to--

- (A) fear for his or her safety or the safety of others; or
- (B) suffer substantial emotional distress.

#### *Connecticut Definition*

**C.G.S. § 53a-181c.** Stalking in the first degree: Class D felony. (a) A person is guilty of stalking in the first degree when such person commits stalking in the second degree as provided in section 53a-181d and (1) such person has previously been convicted of a violation of section 53a-181d, or (2) such conduct violates a court order in effect at the time of the offense, or (3) the other person is under sixteen years of age.

**C.G.S. § 53a-181d.** Stalking in the second degree: Class A misdemeanor. (a) For the purposes of this section, “course of conduct” means two or more acts, including, but not limited to, acts in which a person directly, indirectly or through a third party, by any

action, method, device or means, including, but not limited to, electronic or social media, (1) follows, lies in wait for, monitors, observes, surveils, threatens, harasses, communicates with or sends unwanted gifts to, a person, or (2) interferes with a person’s property, and “emotional distress” means significant mental or psychological suffering or distress that may or may not require medical or other professional treatment or counseling. (b) A person is guilty of stalking in the second degree when:

(1) Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for such person’s physical safety or the physical safety of a third person, or (B) suffer emotional distress; or

(2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person’s employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person’s place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.

**C.G.S. § 53a-181e.** Stalking in the third degree: Class B misdemeanor. (a) A person is guilty of stalking in the



third degree when such person recklessly causes another person to reasonably (1) fear for his or her physical safety, or (2) suffer emotional distress, as defined in section 53a-181d, by willfully and repeatedly following or lying in wait for such other person.

**C.G.S. § 53a-181f.** Electronic stalking: Class B misdemeanor. (a) A person is guilty of electronic stalking when such person recklessly causes another person to reasonably fear for his or her physical safety by wilfully and repeatedly using a global positioning system or similar electronic monitoring system to remotely determine or track the position or movement of such other person.

## ADDITIONAL RESOURCES

*See inside front cover for primary resources*

### Yale Resources

#### **Communication & Consent Educators**

are a large, diverse group of undergraduates working together to foster a more positive sexual and social climate in Yale College.  
[cce.yalecollege.yale.edu](http://cce.yalecollege.yale.edu)

#### **Counseling and Support Services**

is a free, confidential program provided to employees and their families by Magellan Health Services.  
1.800.327.9240

#### **Human Resources Generalists**

can assist staff with matters related to policy, administration and employee relations.  
[youryale.edu/work-yale/support/human-resources-generalists](http://youryale.edu/work-yale/support/human-resources-generalists)

#### **Mental Health & Counseling**

provides care related to the psychological concerns of undergraduate, graduate, and professional school students.  
203.432.0290

#### **Office of Institutional Equity and Accessibility**

can assist with concerns related to affirmative action, equal opportunity, sexual harassment, racial harassment, or fairness in admissions or employment at Yale.  
203.432.0849  
[oiea@yale.edu](mailto:oiea@yale.edu)

#### **Office of International Students and Scholars**

serves as a resource on immigration matters and is Yale's liaison to the U.S. federal agencies that are concerned with matters related to international students and scholars studying and working at Yale.  
203.432.2305  
[oiss.yale.edu](http://oiss.yale.edu)

#### **Office of LGBTQ Resources**

provides education, outreach, and support around sexual orientation and gender identity.  
203.432.0309  
[lgbtq.yale.edu](http://lgbtq.yale.edu)

#### **Office for Women in Medicine**

promotes the academic growth of women in medicine and medical sciences.  
203.785.4680  
[medicine.yale.edu/owm](http://medicine.yale.edu/owm)

#### **Student Accessibility Services**

facilitates individual accommodations for all students with disabilities.  
203.432.2324  
[sas.yale.edu](http://sas.yale.edu)

#### **University Chaplain's Office**

provides confidential pastoral care to individuals in the Yale community.  
203.432.1128  
[chaplain.yale.edu](http://chaplain.yale.edu)

### Resources Beyond Yale

#### **Women and Families Center**

offers support services and support groups for survivors of sexual violence and their loved ones.  
203.389.5010  
[womenfamilies.org](http://womenfamilies.org)

#### **RAINN Hotline**

is the nation's largest anti-sexual assault organization.  
1.800.656.4673 (hotline)  
[rainn.org](http://rainn.org)

#### **The Umbrella Center for Domestic Violence Services**

provides services for victims and their children.  
203.736.9944  
[bhcare.org/services/domestic-violence-victim-advocacy-3/umbrella-center-for-domestic-violence-services/](http://bhcare.org/services/domestic-violence-victim-advocacy-3/umbrella-center-for-domestic-violence-services/)

#### **New Haven Legal Assistance Association**

provides services to those otherwise unable to obtain legal counsel.  
203.946.4811  
[nhlegal.org](http://nhlegal.org)

#### **New Haven Police Department**

works closely with the Yale Police.  
203.946.6333  
[newhavenct.gov/gov/depts/nhpd](http://newhavenct.gov/gov/depts/nhpd)

## UNIVERSITY TITLE IX COORDINATORS

The Title IX Coordinator in your school or unit may be best able to help you. However, you may contact any of the Title IX Coordinators. See page 8 for more information about the role of a Title IX Coordinator.

### University Title IX Coordinator

**Elizabeth Conklin**, Associate Vice President for Institutional Equity, Accessibility, and Belonging  
elizabeth.conklin@yale.edu  
203.432.6854

### Senior Deputy Title IX Coordinator

**Jason Killheffer**, Director of Title IX Programs  
jason.killheffer@yale.edu  
203.432.6854

### Deputy Title IX Coordinators

#### *School of Architecture*

**Nadine Koobatian**, Assistant Dean of Student Affairs  
nadine.koobatian@yale.edu  
203.432.1023

#### *School of Art*

**Sandra Burns**, Lecturer  
sandra.burns@yale.edu  
203.764.0477

#### *Divinity School*

**Alison Cunningham**, Director of Professional Formation  
alison.cunningham@yale.edu  
203.432.5330

#### *School of Drama*

**Chantal Rodriguez**, Associate Dean  
chantal.rodriguez@yale.edu  
203.432.4781

#### *School of Engineering and Applied Science*

**Vince Wilczynski**, Deputy Dean  
vincent.wilczynski@yale.edu  
203.432.4221

#### *School of the Environment*

**Andrés Fernández**, Assistant Dean for Student Affairs  
andres.fernandez@yale.edu  
203.432.6286

**Lauren Horner**, Associate Director of Student Affairs  
lauren.horner@yale.edu  
203.432.4247

#### *Office of Institutional Equity and Accessibility*

**Diane Cornelius Charles**, Director, OIEA  
diane.cornelius@yale.edu  
203.432.0849

**Jamaal Thomas**, Associate Director, OIEA  
jamaal.thomas@yale.edu  
203.432.0852

#### *Graduate School of Arts and Sciences*

**Michelle Nearon**, Senior Associate Dean and Director of the Office for Graduate Student Development and Diversity  
michelle.nearon@yale.edu  
203.436.1301

**Matthew Tanico**, Assistant Dean of Graduate Student Life  
matthew.tanico@yale.edu  
203.432.3260

#### *Jackson School of Global Affairs*

**Larisa Satara**, Chief of Staff and Senior Director  
larisa.satara@yale.edu  
203.436.4203

#### *Law School*

**Jason Killheffer**, Director of Title IX Programs  
jason.killheffer@yale.edu  
203.432.6854

#### *School of Management*

**Rebecca Udler**, Managing Director of Academic Affairs and Student Life  
rebecca.udler@yale.edu  
203.432.7501

#### *School of Medicine*

**Cindy Crusto**, Associate Professor and Assistant Chair for Diversity in Psychiatry  
cindy.crusto@yale.edu  
203.789.7645

**Rosemarie Fisher**, Professor Emeritus and Director for Resident/Fellow Well-being  
rosemarie.fisher@yale.edu  
203.688.1449

**Darin Latimore**, Deputy Dean and Chief Diversity Officer  
darin.latimore@yale.edu  
203.785.6896

**Jessica Wilen**, Assistant Professor, Director of Professional Standards  
jessica.wilen@yale.edu  
203.737.4160

#### *School of Music*

**Albert Lee**, Associate Professor  
albert.lee@yale.edu  
203.432.1965

#### *School of Nursing*

**Heather Reynolds**, Lecturer  
heather.reynolds@yale.edu  
203.737.2370

**Angela Richard-Eaglin**, Associate Director for Equity  
angela.richard-eaglin@yale.edu  
203.737.6530

#### *School of Public Health*

**Jody Sindelar**, Professor of Public Health, Professor of Economics  
jody.sindelar@yale.edu  
203.785-5287

#### *Yale College*

**Katie Shirley**, Deputy Title IX Coordinator  
katie.shirley@yale.edu  
203.432-6854

For the most up to date contact information, visit [titleix.yale.edu](http://titleix.yale.edu)



Yale

**Not sure who to call?  
Contact SHARE  
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