

Yale Promoting a Campus Free of Sexual Misconduct

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on civility and 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 and will not be tolerated.

What is sexual misconduct?

To read the full version of Yale's sexual misconduct policies and definitions, visit <http://smr.yale.edu>.

Sexual misconduct incorporates a range of behaviors including sexual assault (which includes any kind of nonconsensual sexual contact), sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person. Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently serious to constitute sexual harassment will constitute sexual misconduct.

Definition of sexual consent

Sexual activity requires consent, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred from the absence of a "no"; a clear "yes," verbal or otherwise, is necessary. Consent to some sexual acts does not constitute consent to others, nor does past consent to a given act constitute present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Consent cannot be obtained by threat, coercion, or force. Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity.

If you have experienced sexual misconduct...

Every situation is unique, but you might consider taking the following steps:

- *Ensure your own safety.* If you are in danger or feel unsafe, the Yale Police Department is available 24/7.
- *Seek medical help.* SHARE counselors are prepared to help and to offer information on where to go and what to do. They can help you coordinate medical treatment and evidence collection.
- *Seek emotional support.* Whether you talk to a friend, family member, loved one, or SHARE counselor, talking can help you sort through your situation, emotions, and response.
- *Consider taking action.* Any of the resources listed on this brochure can assist you.

University resources for dealing with sexual misconduct:

- ***SHARE Center***
Sexual Harassment & Assault Response & Education
203-432-2000, 24/7 availability
Confidential or anonymous
<http://sharecenter.yale.edu>
- ***University-Wide Committee on Sexual Misconduct (UWC)***
203-432-4449, 9am – 5pm weekdays
<http://provost.yale.edu/uwc>
- ***Title IX Coordinators***
203-432-4446, 9am – 5pm weekdays
To see the full list of Title IX Coordinators, visit <http://provost.yale.edu/title-ix>
- ***Yale Police Department (YPD)***
203-432-4400, 24/7 availability
<http://publicsafety.yale.edu>

For more information and resources, visit <http://smr.yale.edu>

Title IX Coordinator for Yale University

Stephanie Spangler

Deputy Provost for Health Affairs & Academic

Integrity

stephanie.spangler@yale.edu | (203) 432-4446

Yale Know Your Rights and Options

If you are dealing with sexual misconduct and need help understanding your options or simply need to talk to someone, the SHARE Center can offer support.

SHARE Center

203-432-2000
Confidential or anonymous hotline,
24-hour availability
<http://sharecenter.yale.edu>

- Professional, expert help for members of the Yale community who have experienced sexual misconduct
- Coordinates medical treatment and evidence collection
- Assists with contacting police and/or initiating a complaint
- Assists with accessing campus and community resources (see *Accommodations, Interim Measures, and Additional Resources* below)
- Strictly confidential services – anonymous if desired

If you are considering filing a report or complaint, below are your Yale resources.

University-Wide Committee on Sexual Misconduct

203-432-4449
9am – 5pm weekdays
<http://provost.yale.edu/uwc>

- Yale's internal disciplinary committee for complaints of sexual misconduct; handles both formal and informal complaints
- Members include faculty, staff and students; supported by professional, independent fact-finders
- Complainants can discuss options and seek resolution, remedies, and disciplinary action
- Confidential – shares limited information with the University Title IX Coordinator

Title IX Coordinators

203-432-4446
9am – 5pm weekdays
<http://provost.yale.edu/title-ix>

- Reporting to the University Title IX Coordinator, Deputy Title IX Coordinators assigned to Yale College, the Graduate School, each professional school, and faculty and staff
- Inform complainants of criminal and disciplinary options, investigate complaints, and assist with interim measures and remedies
- Take institutional action when necessary
- Confidential – with limited exceptions

Yale Police Department

203-432-4400
24-hour availability
<http://publicsafety.yale.edu>

- Sworn police officers; Sensitive Crimes & Support Coordinator
- Any member of the community may bring a complaint of sexual misconduct to the YPD; the YPD consults on potential complaints without requiring a police report to be filed
- Conducts criminal investigations
- Offers assistance and services to victims, including helping to contact the New Haven Police or other law enforcement agencies and providing information about obtaining and/or enforcing a protective/restraining order through the criminal justice system
- Confidential – shares limited information with the University Title IX Coordinator

Accommodations, Interim Measures, and Additional Resources

If you have experienced sexual misconduct, Yale will take steps to minimize the impact of the incident and to provide a safe educational and work environment. Yale can provide accommodations and interim measures that are responsive to your needs and reasonably available, such as no-contact orders, temporary suspensions, or changes to working, academic, or living arrangements. A Title IX Coordinator will facilitate these measures in collaboration with the UWC, the YPD, SHARE, and Human Resources as applicable.

SHARE staff members and Title IX Coordinators can also assist you with accessing the following campus and community resources:

- Mental Health & Counseling (for students): Yale Health, 203-432-0290.
- Counseling and Support Services (for employees): Magellan Health Services, 1-800-327-9240.
- Sexual assault crisis services: Women & Families Center, 1-888-999-5545.
- Domestic violence services: The Umbrella Center, 203-736-2601.
- Legal services: New Haven Legal Assistance, 203-946-4811.
- Visa and immigration assistance: Yale Office of International Students & Scholars, 203-432-2305.