



SHARE

Sexual Harassment and Assault
Response & Education

sharecenter.yale.edu

The SHARE Team



Want to talk? Need help?

SHARE provides confidential **information, advocacy & support** to the Yale community.



203-432-2000

Appointments:

Monday - Friday, 9am-5pm

24/7 on-call service is available for time-sensitive matters after 5pm, and on weekends/holidays.

Email: sharecenter@yale.edu

Yale Health Building, Lower Level
55 Lock Street, New Haven, CT 06511

The SHARE Center

- Appointments weekdays 9am to 5pm
- 24/7 on-call service at 203-432-2000 for time-sensitive concerns
- Confidential/anonymous

Information, Advocacy, and Referrals

- Coordination with/referral to campus and community resources: Title IX, UWC, Yale PD
- Accompaniments to medical services, criminal and civil court, and meetings with other resources

Support (Students)

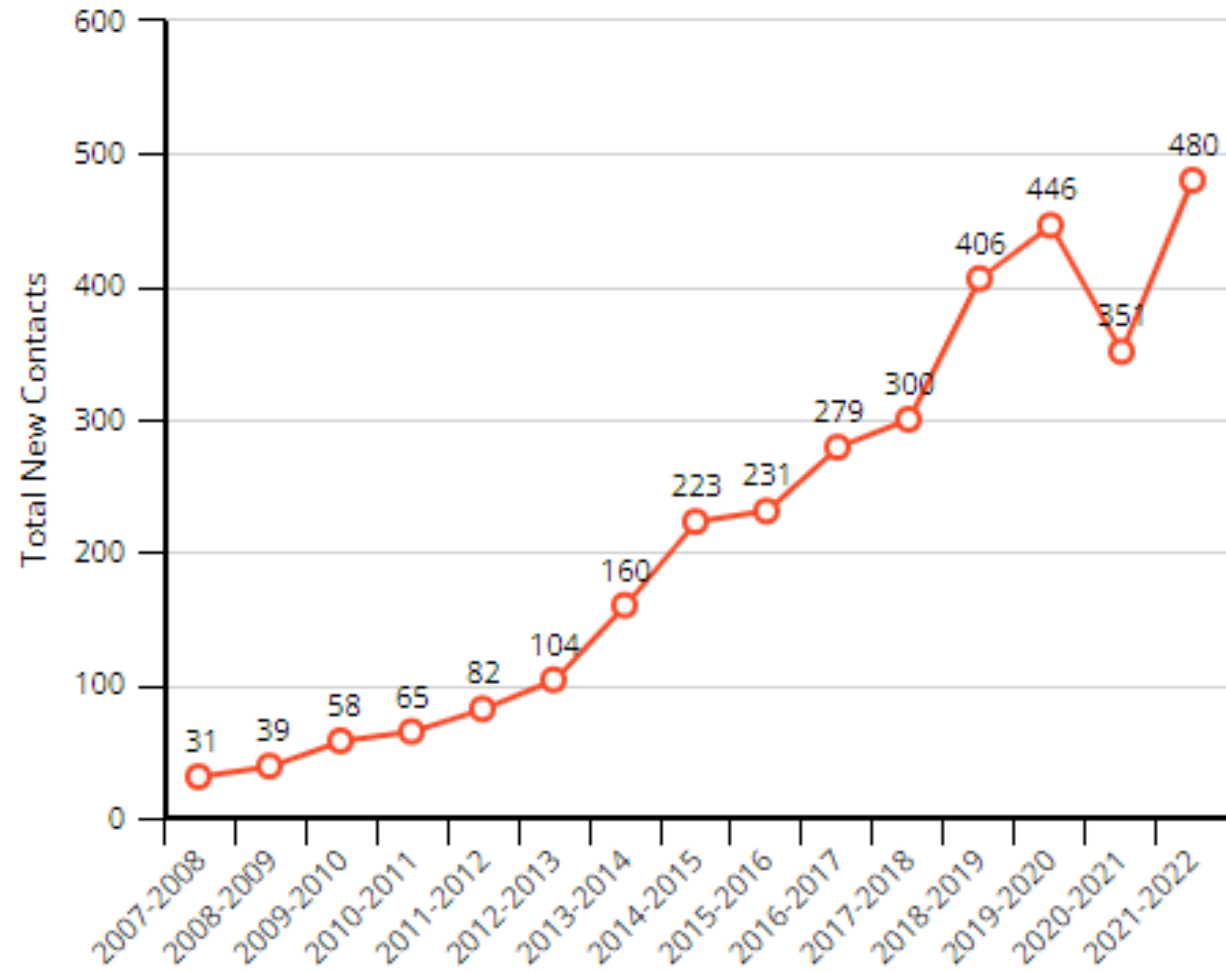
- One-on-one supportive counseling
- Short-term trauma-focused therapy
- Support groups

SHARE is here for support...

- If you experience sexual misconduct (recent and/or past experiences)
- If you counsel someone who has experienced sexual misconduct or are supporting a friend, family member, etc.
- If you observe sexual misconduct
- If you are confused about an experience and just want to talk
- During a sexual misconduct complaint or hearing process
- If you are interested in a support group
- If you have concerns about your own behavior
- Planning a workshop on campus



New SHARE Contacts by Academic Year



Note: Statistics only capture initial contacts and do not include on-going or follow-up meetings.

Conduct Awareness Training Program

The program is adapted based on the type of referral as well as the needs of the individual and typically involves the following sessions:

Session 1: Introductory Session: Rapport Building and Engagement

Session 2: Reviewing Yale Policies and Identifying Types of Harm

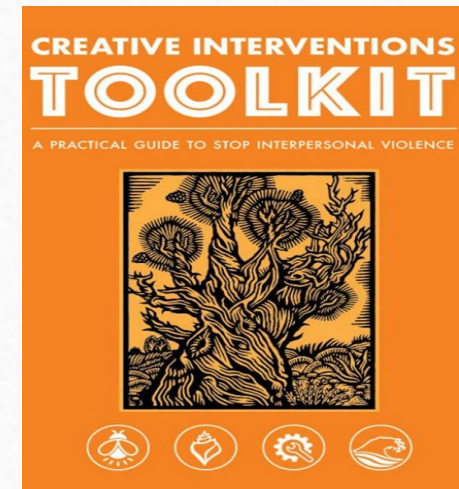
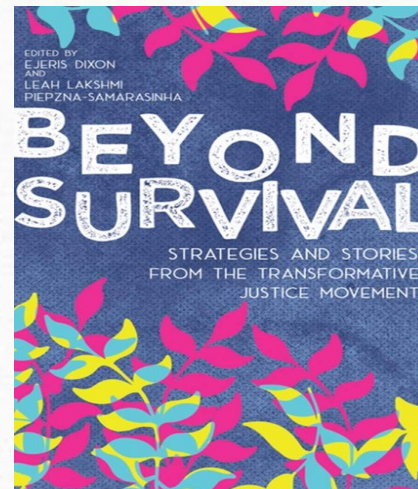
Session 3: Boundaries: Exploring Consent and Healthy Relationships

Session 4: Impacts of Harm

Session 5: Accountability

Session 6: Safety Planning for the Future

Session 7: Moving Forward



Trauma- Informed Yoga for Survivors

Each session is centered around a theme and includes time for discussion/reflection in addition to a yoga flow:

Week 1: Intention and Orientation

Week 2: Safety

Week 3: Mindfulness + Self-Care

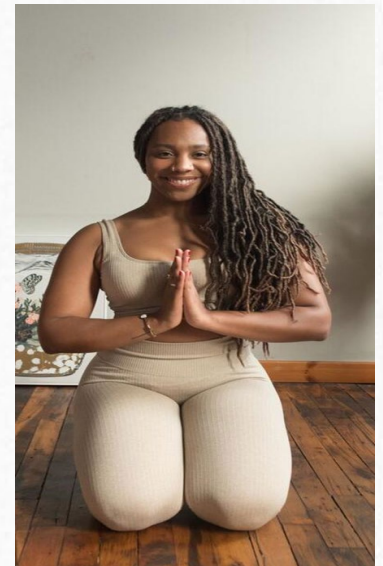
Week 4: Embodied Boundaries

Week 5: Esteem

Week 6: Strength + Trauma-Informed Art

Week 7: Trust

Week 8: Self-Compassion and Community + Drumming



Dynamics of Sexual --- Misconduct

Note

The following slides will focus on the general dynamics of sexual misconduct and the terminology used does not necessarily refer to the behaviors as defined in Yale University policy. The information and dynamics presented are generally accepted within the research literature in this area and do not specifically pertain to the Yale University population.

Dynamics of Sexual Assault

- People often know each other
- Can often begin with consensual activity
- Power dynamics:
 - Structural (gender, race, age, socioeconomic)
 - In the moment
 - Cultural myths & interpersonal manipulation can make it hard to recognize



Dynamics of Sexual Harassment

- Most common form of sexual misconduct
- Some examples....
 - Unwelcome comments about people's bodies or sexual activities
 - Offensive sexualized conversations or jokes in person or online
 - Intrusive questioning for personal information
- Threshold = interferes with academic/professional activities
 - But important to recognize and respond at lower levels



Dynamics of Intimate Partner Violence

- Can happen in any gender configuration
- Usually (but not always) within a sexual or romantic relationship
- Basic structure: pattern of power and control
- Usually intensifies over time



(Possible) IPV Warning Signs

Be aware if an individual seems to be:

- Perpetually changing to meet the expectations of their partner
- Afraid of what their partner will do if displeased
- Afraid to break up for fear their partner will hurt them or themselves
- Becoming isolated – always choosing the partner over friends or family

Dynamics of Stalking

- Anyone can be stalked
- Most stalkers are known by the survivor
- Stalking can occur during or after a relationship, or in the absence of a relationship
- Stalking can include:
 - Repeated, unwanted, intrusive, or frightening communications by phone, mail, text, online, or in person
 - Following or uninvited waiting for someone at home, school, work, or other settings
 - Making threats to harm someone or their relatives, friends, or pets
 - Use of technology to monitor or track someone's movements or actions

Providing Support

Why Is Sexual Misconduct Underreported?

Some Examples

- Cultural norms & messages
- Misplaced guilt and shame



“I was drinking/using drugs.”

“I did consent to some sexual activity.”

“I thought this behavior would stop on its own.”

“Who will believe me?”

“I’m not supposed to turn down sex.”

“I know this person well and they know all of my friends.”

“This person is evaluating my work.”

“I agreed to go home with them.”

Impacts of Sexual Misconduct

- **Performance** – difficulty concentrating, withdrawal, impaired memory
- **Mood** – depression, anger, apathy, shock, denial, guilt, shame
- **Outlook** – helplessness, discouragement, loss of self-esteem
- **Negative atmosphere** – distrust of environment, appearance of normality



Where Do I Start?

- Listen – Don't rush to provide solutions or press the person for details.
- Be non-judgmental.
- Don't make assumptions – Let the person name their experience and explain how they feel.
- Affirm their decision to seek support and disclose the situation
- Make sure they feel safe.





Useful Phrases



- *It took a lot of courage to tell me this.*
- *I'm so glad glad you decided to reach out to someone for support.*
- *You are not alone.*
- *I care about you and I'm here to listen and support you.*
- *What can I do to help?*

Active Listening: Nonverbal Communication

- Eye contact
- Nodding
- Facial expressions – display appropriate emotions for what the person is currently talking about / be mindful not to convey judgment
- Body posture – be open and relaxed, lean in slightly



Active Listening: Verbal Following

- Let the person determine the course of the conversation.
- Try your best not to interrupt or change the subject.
- Resist the temptation to give advice or share your own feelings or experiences.
- Use paraphrasing.
 - *It sounds like...*
 - *I think I hear you saying...*
- Be mindful of open versus closed questions.



Don't forget to take care of yourself too!

- Be aware of your own feelings.
- Know and respect your own limits.
- Reach out for support (Title IX, SHARE, Mental Health and Counseling, etc.).
- Practice self-care regularly.





Intersectionality --- & Sexual Misconduct

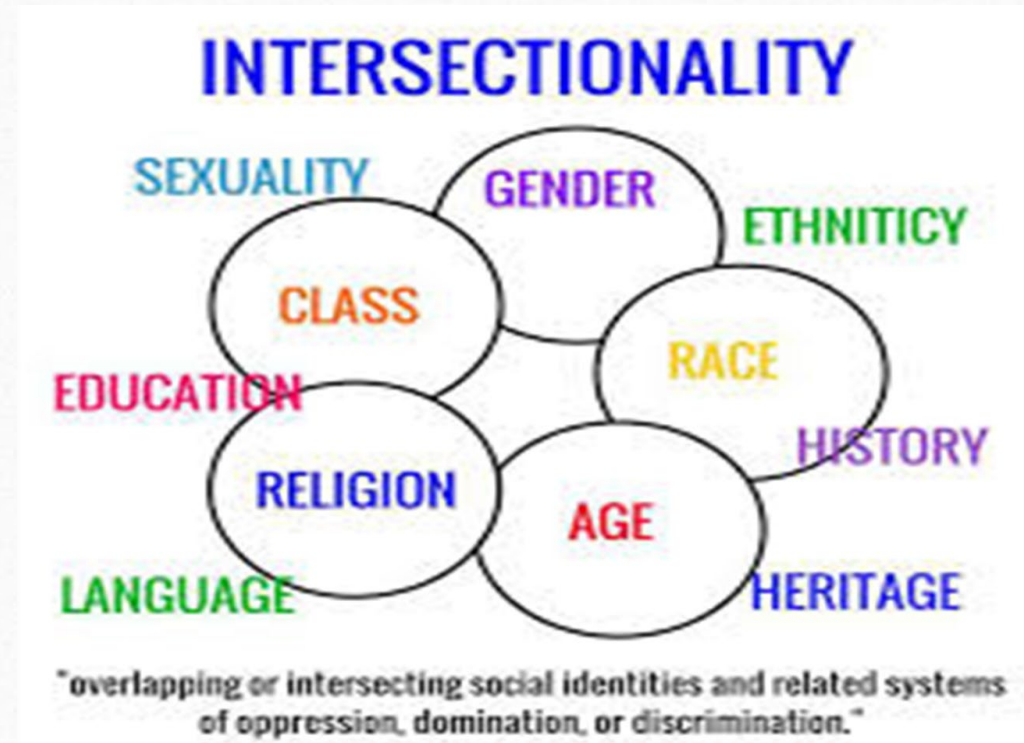
Intersectionality



- An analytical framework developed by Kimberle Crenshaw.
- Intersectionality is used to gain further understanding on how a person's social and political identities intersect to create various modes of privilege and discrimination.

Types of Intersectionality

- Structural Intersectionality
- Political Intersectionality
- Representational Intersectionality



Practice Scenarios

What would you do?

Kai is a transgender student in a graduate program who is being physically and sexually abused by their current partner. Kai reports to you that their partner's behaviors have recently escalated. Kai's partner is a student in different graduate program at Yale. Kai and their partner live together in an off-campus apartment. Kai is concerned to report the abuse because they do not have any family in the state and would need another place to live if the relationship were to end.

Reflection questions:

1. How do you respond?
2. What can you do in this situation?
3. How can you support any individuals who have been impacted?

What would you do?

Alex experienced sexual misconduct the previous year by a student in their department. Rumors about the situation are beginning to spread throughout the department and within Alex and the respondent's shared organizations. As a result of these rumors, the respondent has been ostracized from their friend groups and removed from several student organizations in which they participate. Alex comes to you seeking support.

Reflection questions:

1. How do you respond?
2. What can you do in this situation?
3. What if the respondent had come to you seeking support in this situation?

Questions

Contact Us:

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