



Yale University

Report of Complaints of Sexual Misconduct

Brought forward

January 1, 2020 through June 30, 2020

March 22, 2021

Title IX Office

provost.yale.edu/title-ix

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203-432-6854

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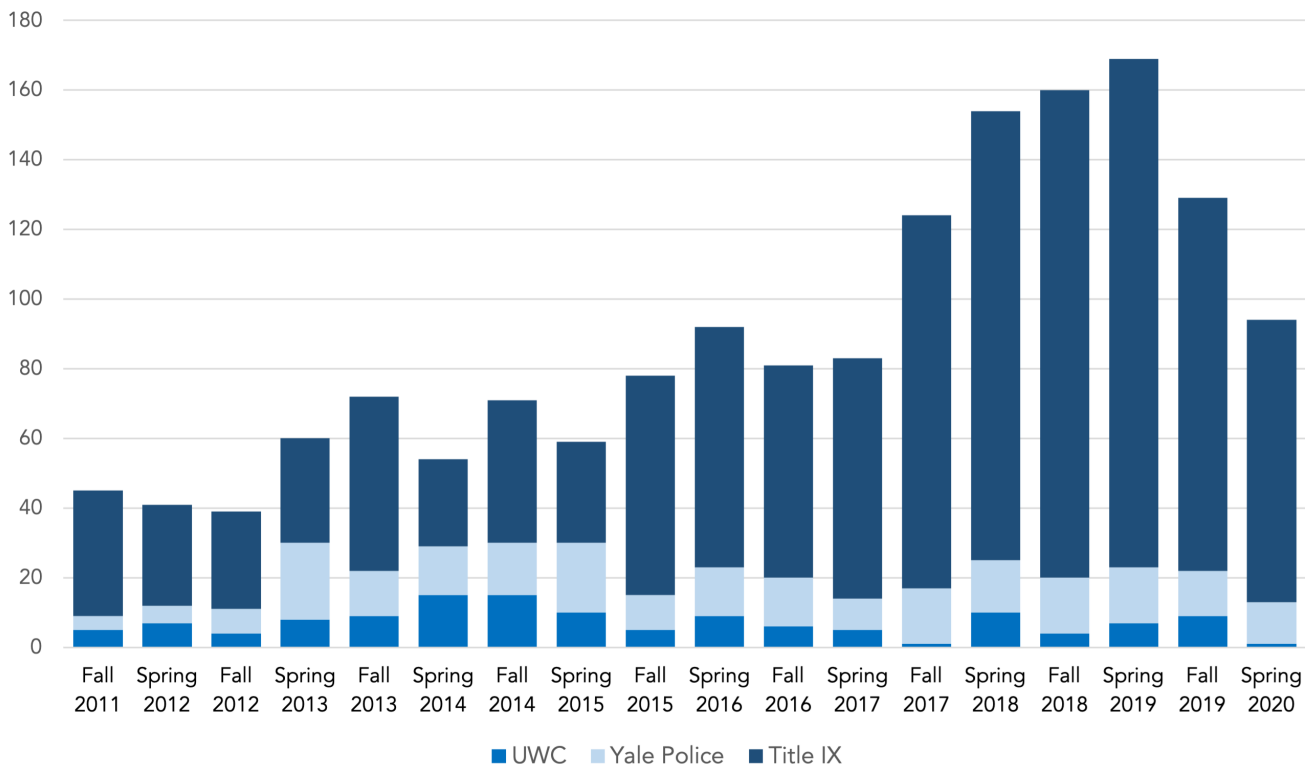
Introduction

The publication of semi-annual reports of complaints of sexual misconduct is one of a number of University initiatives intended to raise community awareness of its resources and processes to address sexual misconduct and to engage all of us in efforts to prevent sexual misconduct on our campus and promote a culture of respect and responsibility. While these reports provide both statistical and descriptive summaries about complaints, they are composed to protect the privacy of the individuals whose experiences underlie these summaries.

The current report presents information about 94 complaints of sexual misconduct that were brought to the attention of the University-Wide Committee on Sexual Misconduct (UWC), the Title IX Coordinators, and the Yale Police Department (YPD) between January 1, 2020 and June 30, 2020. It also includes updates on complaints that were first presented in previous semi-annual reports.

In March of this current reporting period, students, faculty, and staff moved to remote learning and working environments because of

FIGURE 1. Complaints of sexual misconduct brought forward between July 1, 2011 and June 30, 2020. Colors represent the university office/committee that primarily handled the complaint.



the COVID-19 pandemic. During this time Yale's support and response resources—including the SHARE Center, Title IX Coordinators, the UWC, and the YPD—remained available to assist those who were impacted by sexual misconduct. While the total number of complaints brought forward during this period was somewhat lower than most recent prior reporting periods, it is clear that experiences of sexual misconduct are not limited to the confines of our physical campus and that individuals can come forward from remote locations to use our resources and processes.

I hope that you will take time to review this report and that it will stimulate your thinking about ways in which we can improve our programs and work together to cultivate a safe, respectful, and inclusive campus climate. I welcome your suggestions about our programs and your comments and questions about the report (titleix@yale.edu or 203-432-6854).

In closing, I must once again convey my gratitude to the many individuals whose wisdom and commitment guide our programs and my admiration for the creativity and diligence they exercised to ensure that these programs remained available during the challenging conditions created by the pandemic. I also want to thank the many members of the University community who engage regularly, actively and thoughtfully in our efforts to make Yale a place where everyone can thrive.

Stephanie Spangler

March 22, 2021

Guide to this report

This report includes both statistical and descriptive summaries of the complaints brought forward within this reporting period (January 1 – June 30, 2020), organized according to the office or committee that primarily addressed the complaint: the University-Wide Committee on Sexual Misconduct (UWC), the Title IX Coordinators, and the Yale Police Department (YPD).

While intended to be broadly informative, this report does have limitations. Due to privacy obligations, this report cannot fully convey

the variety and complexity of circumstances associated with cases that may appear similar in the brief narrative descriptions. Likewise, this report assigns complaints to general categories such as “sexual assault” and “sexual harassment” that encompass broad ranges of behavior.

We have included key definitions and terminology in this report, so that readers can understand what behaviors may be included in any category. Readers can find comprehensive information about Yale's policies, definitions and procedures at the [Sexual Misconduct Response and Prevention website](https://provost.yale.edu/title-ix).

DEFINITIONS

For more information on Yale's sexual misconduct policies and definitions,¹ go to the [Sexual Misconduct Response and Prevention website](#).

Sexual assault is any kind of nonconsensual sexual contact, including rape, groping, or any other form of nonconsensual sexual touching.²

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 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, whether due to alcohol, drugs, or some other condition.

A person is mentally or physically incapacitated when that person lacks the ability to make or

act on considered decisions to engage in sexual activity. Engaging in sexual activity with a person whom you know—or reasonably should know—to be incapacitated constitutes sexual misconduct.

Intimate partner violence (IPV) occurs when a current or former intimate partner uses or threatens physical or sexual violence. IPV also may take the form of a pattern of behavior that seeks to establish power and control by causing fear of physical or sexual violence. Stalking may also constitute IPV.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when:

- (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing; or
- (2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment. Sexual harassment may be found in a single episode, as well as in persistent behavior.

¹ 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. Yale's policies and procedures were updated effective August 14, 2020 to comport with the federal requirements. Note that all of the cases in this report precede these changes and were handled under Yale's previous procedures for addressing formal complaints.

² The sexual assault data in this report will not correspond to Yale's annual report required under the federal Clery Act because this report uses a more expansive definition of sexual assault and includes cases from a broader geographic jurisdiction than in the Clery report.

Stalking is repeated or obsessive unwanted attention directed toward an individual or group that is likely to cause alarm, fear, or substantial emotional distress. Stalking may take many forms, including following, lying in wait, monitoring, and pursuing contact.

Stalking may occur in person or through a medium of communication, such as letters, e-mail, text messages, or telephone calls. In

some circumstances, two instances of such behavior may be sufficient to constitute stalking.

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

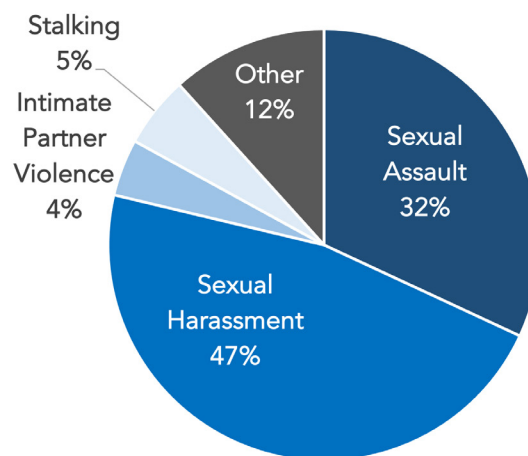
Statistical summary of complaints³

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (January 1 – June 30, 2020), regardless of when the alleged events occurred. The tables and charts below do not include complaints presented as updates in this report since these complaints were already included

in the statistical summaries of previous reports. Complaints involving more than one allegation of sexual misconduct are listed only once.

The **complainant** is the person(s) who reported having experienced misconduct, or, in the case of third-party complaints, the person(s) who were reported to have experienced it. The **respondent** is the person(s) alleged to have committed the misconduct.

FIGURE 2. Complaints of sexual misconduct brought forward January 1 through June 30, 2020, categorized by behavior (see Table 1 for more detail).



³ The sexual assault data in this report will not correspond to Yale's annual report required under the federal Clery Act because this report uses a more expansive definition of sexual assault and includes cases from a broader geographic jurisdiction than in the Clery report.

Report of Complaints of Sexual Misconduct, January 1, 2020 - June 30, 2020

TABLE 1. Sexual misconduct complaints by university affiliation.

		University affiliation								TOTAL
		Yale College Student	Grad & Prof Student	Staff	Post-doc	Faculty	Yale Affiliate	Non-Yale	Unknown	
Sexual Assault	Complainant	22	3	0	1	0	0	2	2	30
	Respondent	14	3	0	0	0	0	2	11	
Intimate Partner Violence	Complainant	3	1	0	0	0	0	0	0	4
	Respondent	1	0	1	0	0	0	1	1	
Sexual Harassment	Complainant	17	11	9	2	2	0	0	3	44
	Respondent	7	6	5	0	8	4	2	12	
Stalking	Complainant	3	1	1	0	0	0	0	0	5
	Respondent	2	1	0	0	0	0	2	0	
Other	Complainant	10	0	0	0	0	0	0	1	11
	Respondent	3	0	0	0	0	0	1	7	
TOTAL										94

FIGURE 3. Sexual misconduct by complainant affiliation (see Table 1 for more detail).

Sexual Assault: 73% of complainants were Yale College students.

Sexual Harassment: 39% of complainants were Yale College students; 25% were Graduate and Professional students; 20% were Staff members.

Intimate Partner Violence and Stalking: 67% of complainants were Yale College students.

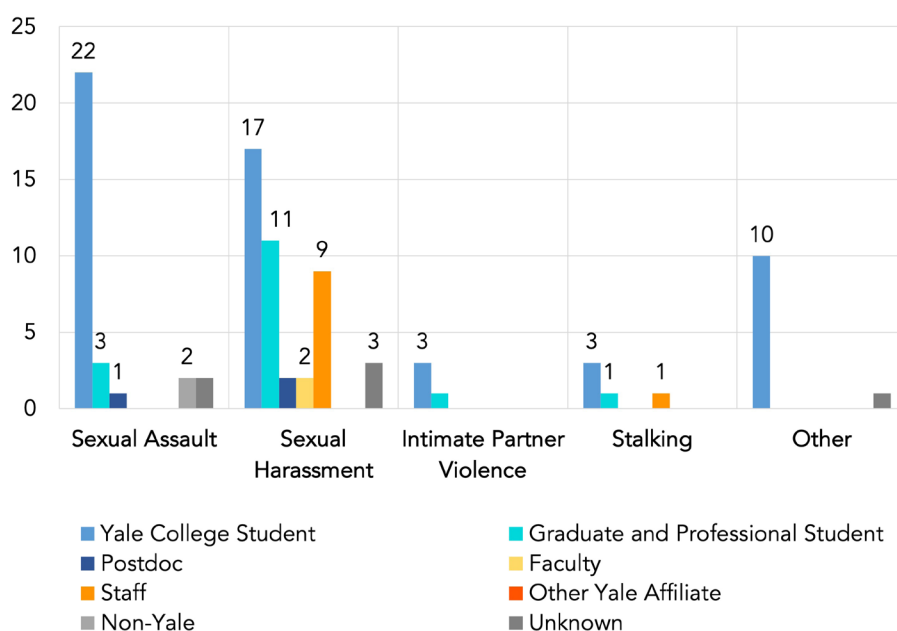


FIGURE 4. Sexual misconduct by respondent affiliation (see Table 1 for more detail).

Sexual Assault: 47% of respondents were Yale College students.

Sexual Harassment: 18% of respondents were Faculty; 16% were Yale College students; 14% were Graduate and Professional students.

Intimate Partner Violence and Stalking: 33% of respondents were Yale College students; 33% were not Yale community members.

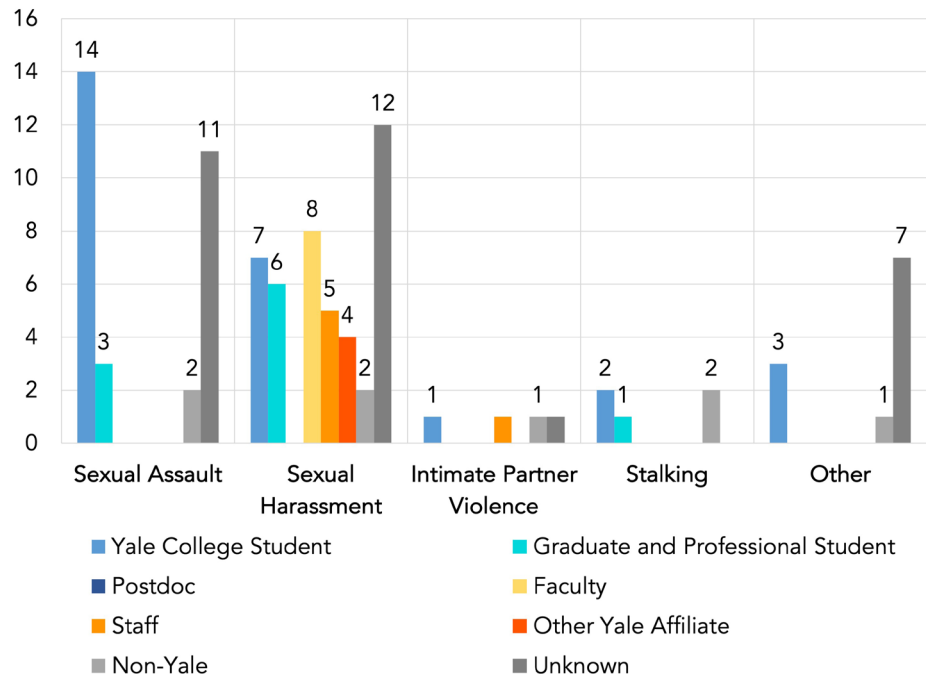


TABLE 2. Sexual misconduct complaints by gender configuration.

		Complainant gender					TOTAL
		Female	Male	Other Gender Identity	Multiple Complainants of Mixed Gender	Gender Not Known	
Respondent gender	Female	0	3	0	0	1	4
	Male	32	6	0	3	5	46
	Other Gender Identity	0	0	0	0	0	0
	Multiple Respondents of Mixed Gender	0	0	0	0	0	0
	Gender Not Known	22	5	0	1	16	44
TOTAL							94

NOTE: The genders in the table above are sourced from institutional records and reflect the gender identity provided by the party. If this data was unavailable or a party was unknown or unidentified, they are included above as "Gender Not Known."

TABLE 3. Sexual misconduct complaints by office or committee.

		Office or committee that addressed the complaint			TOTAL
		University-Wide Committee	Title IX Coordinator	Yale Police Department	
Category of sexual misconduct reported	Sexual Assault	1	26	3	30
	Intimate Partner Violence	0	2	2	4
	Sexual Harassment	0	39	5	44
	Stalking	0	3	2	5
	Other	0	11	0	11
	TOTAL	1	81	12	94

Response to a report or complaint of sexual misconduct

Upon receiving notice of a complaint or an allegation of sexual misconduct, University officials seek, as their first priority, to address the safety and well-being of any impacted individuals.

After any immediate needs have been met, complainants are provided with information on available supportive measures and options for pursuing a complaint – including formal and criminal processes – as well as information about support resources such as the Sexual Harassment and Assault Response & Education Center (SHARE).

Whenever possible, it is the complainant who decides whether or not to pursue a complaint, and in what venue. In rare circumstances, such as those involving risks to the safety of individuals and/or the community, the University may take additional action independently of the wishes of an individual complainant.

Complaint outcomes

Figures 5 and 6 below present a summary of the actions taken in response to the complaints reported during the January 1 – June 30, 2020 reporting period. These actions (or “outcomes”)

are discussed in more detail in the descriptive summaries section of this report.

Some outcomes are primarily complainant-focused, such as accommodations and other supportive measures, which are offered to complainants in all cases. Title IX Coordinators work directly with complainants to identify supportive measures that meet their needs. Other outcomes are primarily respondent-focused and may reflect a non-disciplinary action requested by the complainant and agreed to by the respondent (e.g., counseling or additional

training). Respondent-focused outcomes may also be a result of a disciplinary or other investigative process (e.g., UWC sanction or YPD action) or may be a measure to protect the safety of all parties and/or the educational environment (e.g., campus restrictions for non-Yale affiliates).

Note that the outcomes shown in the figures below do not represent the full range of available outcomes – for more information on accommodations and other supportive measures, please visit the smr.yale.edu website.

FIGURE 5. Complainant-focused outcomes by complainant affiliation (see descriptive summaries for more information).

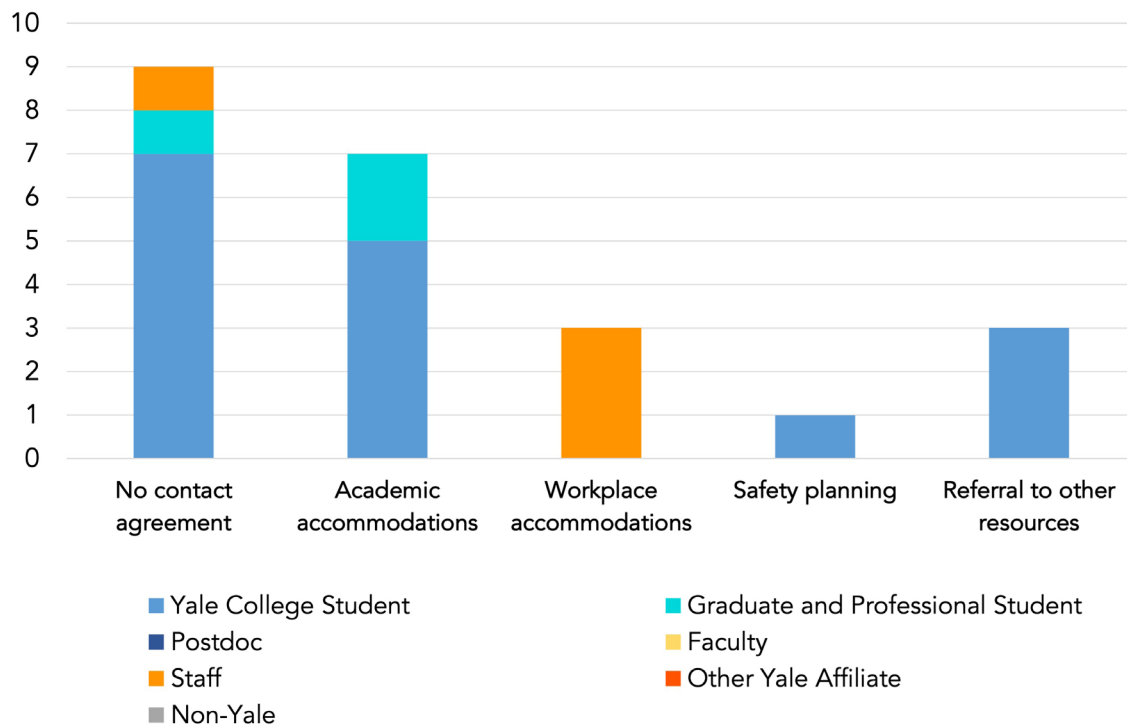
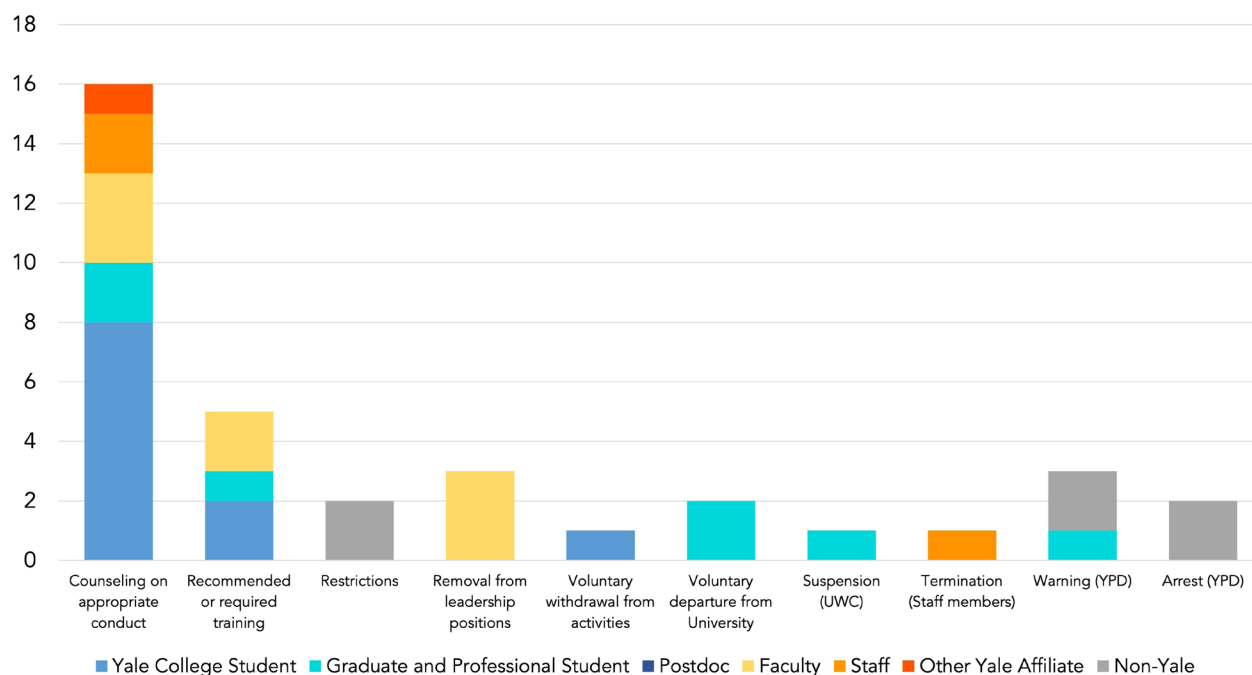


FIGURE 6. Respondent-focused outcomes by respondent affiliation (see descriptive summaries for more information).



Descriptive summaries of complaints

The descriptive summaries of complaints are organized in tables below according to the office or committee that reviewed and addressed the complaints. Although a complaint may be brought to multiple venues, each complaint is described only once in this report, based on which venue primarily addressed the complaint.

The University-Wide Committee on Sexual Misconduct (UWC), Title IX Coordinators, and Yale Police Department routinely collaborate and coordinate their activities to ensure that complaints are resolved promptly and equitably. All reports of sexual misconduct brought to the

YPD, for example, are reviewed by the University Title IX Coordinator; similarly, all reports of possible criminal activity brought to the Title IX Coordinators (including those reported via the UWC) are shared with the YPD.

A. University-Wide Committee on Sexual Misconduct

The following complaints were pursued through the UWC formal complaint process.

The UWC process involves an investigation by an impartial fact-finder, a hearing, adjudication, and possible disciplinary sanctions. See the [UWC Procedures](#) for more information.⁴

⁴ 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. Yale's policies and procedures were updated effective August 14, 2020 to comport with the federal requirements. Note that all of the cases in this report precede these changes and were handled under Yale's previous procedures for addressing formal complaints.

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TABLE 4a. Complaints pursued through the University-Wide Committee on Sexual Misconduct (UWC).

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Graduate & Professional Student	Sexual Assault	A G&P student alleged that another G&P student engaged in sexual touching without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended for one term, precluded from attending program events, and required to complete training on sexual consent.

TABLE 4b. Updates to cases pursued through the UWC.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student reported that another YC student engaged in sexual penetration and other sexual activity without consent. Subsequently, the complainant brought a formal complaint to the UWC. The UWC found sufficient evidence to support the allegations. The respondent was suspended for three terms, put on probation until graduation, and required to complete training on sexual consent. No-contact restrictions were continued.
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student brought a formal complaint alleging that another YC student engaged in sexual penetration and other sexual activity without consent. The UWC did not find sufficient evidence to support the allegations.
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student brought a formal complaint alleging that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended for four terms and put on probation until graduation.
Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student brought a formal complaint alleging that another YC student engaged in sexual penetration without consent. The UWC found sufficient evidence to support the allegation. The respondent was suspended for one term and required to complete training on sexual consent. No-contact restrictions were continued.

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Yale College Student	Yale College Student	Sexual Assault	In a previous reporting period, a YC student brought a formal complaint alleging that another YC student engaged in sexual penetration and other sexual activity without consent. The UWC did not find sufficient evidence to support the allegations.
Graduate & Professional Students	Faculty	Sexual Harassment	In a previous reporting period, a Title IX Coordinator brought a formal complaint alleging that a faculty member engaged in sexual misconduct directed at students. The UWC found sufficient evidence to support the allegation. The respondent was suspended without pay for two years, was required to receive training on sexual harassment, and certain privileges were revoked.

B. Title IX Coordinators

The following complaints were brought forward to either the University Title IX Coordinator or a Deputy Title IX Coordinator (any of whom are referred in this report as “Title IX Coordinator”).

The choice to pursue a resolution through a Title IX Coordinator does not imply the matter is less serious than those matters pursued through formal processes, nor does it preclude the complainant from choosing to bring a formal complaint at a later date.

Title IX Coordinators do not conduct formal hearings. However, depending on the affiliation of the parties, they may investigate complaints to the degree possible and work with the complainant, the respondent, and, where appropriate, the respondent’s supervisor to achieve a resolution of the complaint, which may include sanctions for respondents who are staff members and remedies and ongoing accommodations (academic, residential, extra-curricular, etc.), for the parties. They may also put in place protective measures, and provide other forms of practical assistance that address the needs of the parties and seek to ensure their

continued and equal access to educational/professional opportunities at Yale.

In making their determinations and recommendations, the Title IX Coordinators strive to comply with the complainant’s wishes for resolution while ensuring that the University provides a safe and nondiscriminatory environment for all members of the Yale community. See the [Title IX website](#) for more information.

During this reporting period (January 1 – June 30, 2020), there were 81 cases brought forward to a Title IX Coordinator. In addition, below are updates to complaints that were reported as pending in a previous report.

B.1. Complaints pursued through a Title IX Coordinator

Table 5a presents complaints that were pursued through a Title IX Coordinator and describes the actions that the Coordinator took to address the complaint. While the specific actions vary from case to case, Title IX Coordinators respond to complaints by addressing any immediate concerns a complainant may have, connecting impacted parties with appropriate resources, ensuring that complainants are fully aware of the

Report of Complaints of Sexual Misconduct, January 1, 2020 - June 30, 2020

options available for further action, and helping to facilitate those actions. In some of these cases, the complainant requested supportive measures that could be taken without providing notice of the complaint to the respondent (e.g., academic/workplace accommodations). In cases where a complainant does not pursue a complaint, the Title IX Coordinator may implement measures

without involving or identifying the complainant to address general climate issues or to prevent recurrence of the misconduct, and will attempt to consult with the complainant prior to taking any action. These cases are also presented in Table 5a.

TABLE 5a. Complaints pursued through a Title IX Coordinator.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual Harassment	A YC student reported that another YC student made unwanted advances toward the complainant on a number of occasions. A Title IX Coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties.
Yale College Student	Yale College Student	Stalking	A YC student reported that another YC student with whom the complainant had been in a relationship went uninvited to the complainant's off-campus residence. After consulting with the complainant, a Title IX Coordinator facilitated a no-contact agreement between the parties.
Yale College Student	Yale College Student	Sexual Assault	A YC student reported that another YC student engaged in sexual penetration without consent. At the complainant's request, a Title IX Coordinator referred the complainant to other University resources.
Yale College Student	Yale College Student	Sexual Assault	A YC student reported that another YC student engaged in sexual penetration without consent and has posted threatening messages on social media. At the complainant's request, a Title IX Coordinator referred the complainant to the YPD for safety planning.
Yale College Student	Yale College Student	Sexual Assault	A YC student reported that another YC student engaged in sexual penetration without consent. After consulting with the complainant, a Title IX Coordinator counseled the respondent on appropriate conduct, implemented academic accommodations for the complainant, and facilitated a no-contact agreement between the parties.
Yale College Student	Yale College Student	Sexual Assault	A YC student reported that another YC student with whom the complainant was in a relationship engaged in sexual penetration without consent. After consulting with the complainant, a Title IX Coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties.

Report of Complaints of Sexual Misconduct, January 1, 2020 - June 30, 2020

TABLE 5a. Complaints pursued through a Title IX Coordinator.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual Assault	A YC student reported that another YC student attempted to engage in sexual penetration without consent. After consulting with the complainant, a Title IX Coordinator counseled the respondent on appropriate conduct, and the respondent voluntarily withdrew from an extracurricular activity.
Yale College Student	Yale College Student	Stalking	A YC student reported that another YC student with whom the complainant had been in a relationship sent unwanted and distressing messages to the complainant on a number of occasions. After consulting with the complainant, a Title IX Coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties.
Yale College Student	Yale College Student	Sexual Assault	A YC student reported that another YC student engaged in sexual activity without consent. After consulting with the complainant, a Title IX Coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties.
Yale College Student	Yale College Student	Sexual Assault	A YC student reported that another YC student groped the complainant. After consulting with the complainant, a Title IX Coordinator counseled the respondent on appropriate conduct and referred the respondent for additional training on consent.
Yale College Student	Yale College Student	Sexual Harassment	YC students reported that another YC student sent the complainants unwanted communications and engaged in other inappropriate conduct. A Title IX Coordinator and YC administrator counseled the respondent on appropriate conduct and referred the respondent for additional training and for substance use counseling.
Yale College Student	Graduate & Professional Student	Sexual Harassment	A YC student reported that a G&P student paid unwanted attention to the complainant on a number of occasions. A Title IX Coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties.
Yale College Student	Staff	Sexual Harassment	A YC student reported that a staff member made an inappropriate comment to the complainant. A HR representative, in consultation with a Title IX Coordinator, investigated and could not substantiate the allegations.
Yale College Student	Faculty	Sexual Harassment	YC students reported that their course materials included inappropriate content of a sexual nature. A Title IX Coordinator reviewed the course materials and could not substantiate the allegations. The Title IX Coordinator discussed the concerns with the faculty member.

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TABLE 5a. Complaints pursued through a Title IX Coordinator.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Non-Yale	Other	A YC student reported that a non-Yale individual exposed themselves to the complainant at an off-campus location. A Title IX Coordinator referred the complainant to the YPD.
Yale College Student	Non-Yale	Sexual Assault	A YC student reported that a prospective student visiting campus engaged in sexual penetration without consent. A Title IX Coordinator facilitated academic accommodations for the complainant and determined that the respondent would not be enrolling at Yale.
Yale College Student	Unknown	Other	A YC student reported experiencing sexual misconduct by an unidentified individual. A Title IX Coordinator implemented academic accommodations for the complainant.
Yale College Student	Unknown	Other	A YC student reported experiencing sexual misconduct by an unidentified individual. A Title IX Coordinator implemented academic accommodations for the complainant.
Yale College Student	Unknown	Other	A YC student reported experiencing sexual misconduct by an unidentified individual. A Title IX Coordinator implemented academic accommodations for the complainant.
Yale College Student	Unknown	Other	A YC student reported experiencing sexual misconduct by an unidentified individual. At the complainant's request, a Title IX Coordinator referred the complainant to other University resources.
Graduate & Professional Student	Graduate & Professional Student	Sexual Harassment	A G&P student reported that another G&P student engaged in a pattern of harassing behavior toward the complainant. A Title IX Coordinator facilitated academic accommodations for the complainant. The respondent withdrew from the University.
Graduate & Professional Student	Graduate & Professional Student	Sexual Harassment	A G&P student reported that another G&P student made unwanted advances toward the complainant on a number of occasions. A Title IX Coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties.
Graduate & Professional Student	Graduate & Professional Student	Sexual Harassment	A G&P student reported that another G&P student engaged in a pattern of harassing behavior toward the complainant and other students. The respondent withdrew from the University.
Graduate & Professional Student	Staff	Sexual Harassment	A G&P student reported that a staff member inappropriately touched the complainant and paid unwanted attention to the complainant on a number of occasions. A Title IX Coordinator counseled the respondent on appropriate conduct. At the complainant's request, the Title IX Coordinator arranged for an alternate training location.

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TABLE 5a. Complaints pursued through a Title IX Coordinator.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Yale Affiliate	Sexual Harassment	G&P students reported that a Yale affiliate made inappropriate comments to the complainants and to other students on multiple occasions. An administrator, in consultation with a Title IX Coordinator, counseled the respondent on appropriate conduct, moved the respondent's work location, and restricted the respondent from attending certain departmental events.
Staff	Graduate & Professional Student	Sexual Harassment	A staff member reported that a G&P student with whom the complainant had been in a relationship sent harassing messages to the complainant. At the complainant's request, an HR representative, in consultation with a Title IX Coordinator, facilitated a change in work assignment for the complainant.
Staff	Staff	Sexual Harassment	A staff member reported that another staff member paid unwanted attention to the complainant on a number of occasions. After consulting with the complainant, a Title IX Coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties.
Staff	Staff	Sexual Harassment	Staff members reported that another staff member made inappropriate comments to the complainants on multiple occasions. A HR representative, in consultation with a Title IX Coordinator, investigated and substantiated the allegations. The respondent's employment was terminated.
Staff	Staff	Sexual Harassment	A staff member reported that another staff member made inappropriate gestures in the complainant's presence. The case is pending.
Staff	Faculty	Sexual Harassment	A staff member reported that a faculty member engaged in a pattern of harassing behavior toward the complainant. The respondent's supervisor, in consultation with a Title IX Coordinator, counseled the respondent on appropriate conduct, removed the respondent from a leadership position, and facilitated workplace accommodations for the complainant.
Staff	Faculty	Sexual Harassment	A staff member reported that a faculty member made inappropriate comments to the complainant on a number of occasions. At the complainant's request, an HR representative, in consultation with a Title IX Coordinator, facilitated a change in work assignment for the complainant.

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TABLE 5a. Complaints pursued through a Title IX Coordinator.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Staff	Yale Affiliate	Sexual Harassment	A staff member reported that a visiting scholar made inappropriate comments to the complainant. An administrator, in consultation with the Title IX Coordinator, implemented restrictions on the respondent's activities on campus. The Title IX Coordinator facilitated workplace accommodations for the complainant.
Faculty	Faculty	Sexual Harassment	A faculty member reported that another faculty member engaged in a pattern of harassing behavior toward the complainant. The respondent's supervisor, in consultation with a Title IX Coordinator, counseled the respondent on appropriate conduct, removed the respondent from a leadership position, and required the respondent to receive additional training on workplace conduct.
Postdoctoral Trainee	Faculty	Sexual Harassment	A postdoctoral trainee reported that a faculty member engaged in a pattern of harassing behavior toward the complainant. The respondent's supervisor, in consultation with a Title IX Coordinator, counseled the respondent on appropriate conduct, removed the respondent from a leadership position, and required the respondent to receive additional training on workplace conduct.
Postdoctoral Trainee	Faculty	Sexual Harassment	A postdoctoral trainee reported that a faculty member engaged in a pattern of harassing behavior toward the complainant. The respondent's supervisor, in consultation with a Title IX Coordinator, counseled the respondent on appropriate conduct, removed the respondent from a leadership position, and required the respondent to receive additional training on workplace conduct.
Non-Yale	Yale College Student	Sexual Assault	A non-Yale individual reported that a YC student attempted to engage in sexual activity without consent. A Title IX Coordinator counseled the respondent on appropriate conduct and referred the respondent for additional training on consent.

TABLE 5b. Updates to cases reported to a Title IX Coordinator.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Faculty	Sexual Harassment	In a previous reporting period, a G&P student reported that a faculty member made inappropriate comments to the complainant. A Title IX Coordinator implemented academic accommodations for the complainant. Subsequently, the respondent's supervisor, in consultation with a Title IX Coordinator, counseled the respondent on appropriate conduct and removed the respondent from a leadership position.

TABLE 5b. Updates to cases reported to a Title IX Coordinator.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Yale Affiliate	Sexual Harassment	In a previous reporting period, a G&P student reported that, during the student's training at an off-campus worksite, a Yale affiliate made inappropriate comments to the complainant. At the complainant's request, an administrator arranged academic accommodations for the complainant. Subsequently, an administrator, in consultation with a Title IX Coordinator, referred the complaint to the respondent's employer and notified the employer that the respondent would no longer supervise Yale students. The employer counseled the respondent on appropriate conduct.

B.2. Complaints where the complainant chose not to pursue any action

In some cases, after exploring the available resources and complaint options with a Title IX Coordinator, a complainant decides not to pursue the complaint any further and requests that no action be taken by the Coordinator. In other cases, information about incidents of sexual misconduct comes to a Title IX Coordinator from a third party – such as an administrator, a friend of those involved, or a witness – and the Title IX Coordinator will reach out to identified complainants to offer supportive measures and to discuss resources and options. Some of these complainants elect not to engage in further interactions with the Title IX Coordinator. The

Title IX Coordinator will inform complainants that they have the option to pursue action at a later time. The Coordinator will also explore whether any measures might be taken without identifying the complainant to address the climate generally or to prevent recurrence of the misconduct (these cases are presented above in section B.1).

The following table provides a statistical summary of those complaints where no further action was taken because: 1) the complainant did not pursue the complaint, 2) the complainant chose not to engage in further discussion with a Coordinator, or 3) the complainant was not identified in a third-party report.

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TABLE 6. Complaints where the complainant chose not to pursue any action.

		Yale College Student	Grad & Prof Student	Staff	Post-doc	Faculty	Yale Affiliate	Non-Yale	Unknown	Total
Sexual Assault	Complainant	14	0	0	0	0	0	1	2	17
	Respondent	6	1	0	0	0	0	0	10	
Sexual Harassment	Complainant	11	4	0	0	1	0	0	3	19
	Respondent	5	1	0	0	2	2	1	8	
Intimate Partner Violence	Complainant	2	0	0	0	0	0	0	0	2
	Respondent	1	0	0	0	0	0	0	1	
Stalking	Complainant	0	1	0	0	0	0	0	0	1
	Respondent	0	0	0	0	0	0	1	0	
Other	Complainant	5	0	0	0	0	0	0	1	6
	Respondent	3	0	0	0	0	0	0	3	
TOTAL										45

C. Yale Police Department

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

During this reporting period (January 1 – June 30, 2020), there were 15 contacts with the YPD regarding possible sexual misconduct. 12 were handled primarily by the YPD and are described below. The remaining were referred to the UWC or a Title IX Coordinator for further investigation and resolution and are described above.

TABLE 7. Complaints pursued through the Yale Police Department.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Graduate & Professional Student	Stalking	A YC student reported that a G&P student sent unwanted and distressing messages to the complainant on a number of occasions. At the request of the complainant, the YPD warned the respondent not to contact the complainant and provided the complainant with information on safety and victim services.

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TABLE 7. Complaints pursued through the Yale Police Department.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Non-Yale	Intimate Partner Violence	A YC student reported that a non-Yale individual with whom the complainant had been in a relationship engaged in threatening physical behavior and refused to leave the complainant's on-campus residence. The YPD responded and investigated. The YPD arrested the respondent and provided the complainant with information on safety and victim services.
Yale College Student	Unknown	Sexual Harassment	A YC student reported that several unknown individuals made inappropriate comments to the complainant while the complainant was walking near campus. The YPD responded and was unable to identify the respondents. The YPD provided the complainant with information on safety and victim services.
Graduate & Professional Student	Graduate & Professional Student	Sexual Assault	A G&P student reported that another G&P student groped the complainant at an off-campus event. The complainant declined to press charges and the YPD provided the complainant with information on safety and victim services.
Graduate & Professional Student	Staff	Intimate Partner Violence	A G&P student reported that a staff member with whom the complainant had a relationship had physically assaulted the complainant at an off-campus location. The YPD referred the complainant to the authorities in the relevant jurisdiction and provided the complainant with information on safety and victim services.
Graduate & Professional Student	Non-Yale	Sexual Assault	A G&P student reported that a non-Yale individual groped the complainant at an on-campus event. The YPD responded and investigated. The YPD arrested the respondent and provided the complainant with information on safety and victim services.
Graduate & Professional Student	Unknown	Sexual Harassment	A G&P student reported that an unknown individual posted inappropriate images during a Zoom meeting. The YPD investigated and was unable to identify the respondent.
Graduate & Professional Student	Unknown	Sexual Harassment	A G&P student reported that an unknown individual made inappropriate comments to the complainant while the complainant was walking near campus. The YPD responded and was unable to identify the respondent. The YPD provided the complainant with information on safety and victim services.
Staff	Non-Yale	Stalking	A staff member reported that a non-Yale individual with whom the complainant had been in a relationship sent unwanted and distressing messages to the complainant on a number of occasions. At the request of the complainant, the YPD warned the respondent not to contact the complainant and provided the complainant with information on safety and victim services.

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TABLE 7. Complaints pursued through the Yale Police Department.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Staff	Non-Yale	Sexual Harassment	A staff member reported that a non-Yale visitor on campus made inappropriate comments to the complainant at the complainant's place of work. The YPD responded and investigated. The YPD warned the respondent to not enter the Yale campus and provided the complainant with information on safety and victim services.
Staff	Unknown	Sexual Harassment	A staff member reported receiving inappropriate images on their Yale-provided cellphone from an unknown individual. The YPD investigated and was unable to identify the respondent. The YPD provided the complainant with information on safety and victim services.
Postdoctoral Trainee	Unknown	Sexual Assault	A postdoctoral trainee reported that an unknown individual groped the complainant while the complainant was walking near campus. The YPD responded and was unable to identify the respondent. The YPD provided the complainant with information on safety and victim services.

Terminology commonly used in this report

"UWC formal complaint": Formal resolution of a complaint through the UWC involves an investigation by an external fact-finder, a hearing, adjudication, and possible disciplinary sanctions. See the [UWC Procedures](#).

"The Title IX Coordinator investigated": An investigation by a Title IX Coordinator generally includes: interviewing the complaint and respondent, interviewing any witnesses or other parties with knowledge of the alleged conduct, and collecting documentation (including email or other communications) relevant to the complaint. Upon reviewing the evidence gathered, The Title IX Coordinator determines whether a violation of University policy occurred, whether any actions

should be taken, and recommends disciplinary action, if warranted.

"Sufficient evidence to support the allegations": The UWC and the Title IX Coordinators apply the "preponderance of the evidence" standard (i.e., whether it is more likely than not) to determine, based on the evidence gathered during the investigation, whether the alleged conduct occurred and, if so, whether it violates any University policies.

"The respondent was counseled on appropriate conduct": In some cases, a Title IX Coordinator, or an administrator working in consultation with the Title IX Coordinator, will meet with the

respondent to review the complaint and the University's definitions and policies, discuss and affirm expected behaviors, and warn the respondent about possible consequences for violations of the University sexual misconduct policies.

"No-contact restrictions": In all UWC formal complaints, mutual no-contact restrictions are put in place for the duration of the UWC review. In cases resolved through a Title IX Coordinator, mutual no-contact restrictions are made by agreement of the parties. In some cases, a respondent is issued a warning to cease all forms of contact (including physical, verbal, and electronic) with the complainant, which may also limit access to all or certain parts of campus.

"Provided the complainant with information on safety and victim services": The YPD has

a Sensitive Crimes & Support Coordinator who assists those affected by sexual misconduct and can help complainants connect with SHARE or other University offices, coordinate interim safety measures, provide safety planning, and serve as a liaison with victims' assistance services. See the [YPD website](#) for more information.

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