



Yale University

Report of Complaints of Sexual Misconduct

Brought forward

July 1, 2020 through December 31, 2020

March 28, 2022

Title IX Office

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Introduction

Yale University is deeply committed to cultivating and sustaining a culture of respect and inclusion, in which all members of the community are—and feel—safe and supported as they pursue their academic, professional, and personal goals. Programs to address and prevent sexual misconduct are among the initiatives essential to realizing this commitment. The publication of semi-annual reports of complaints of sexual misconduct is one of those programs.

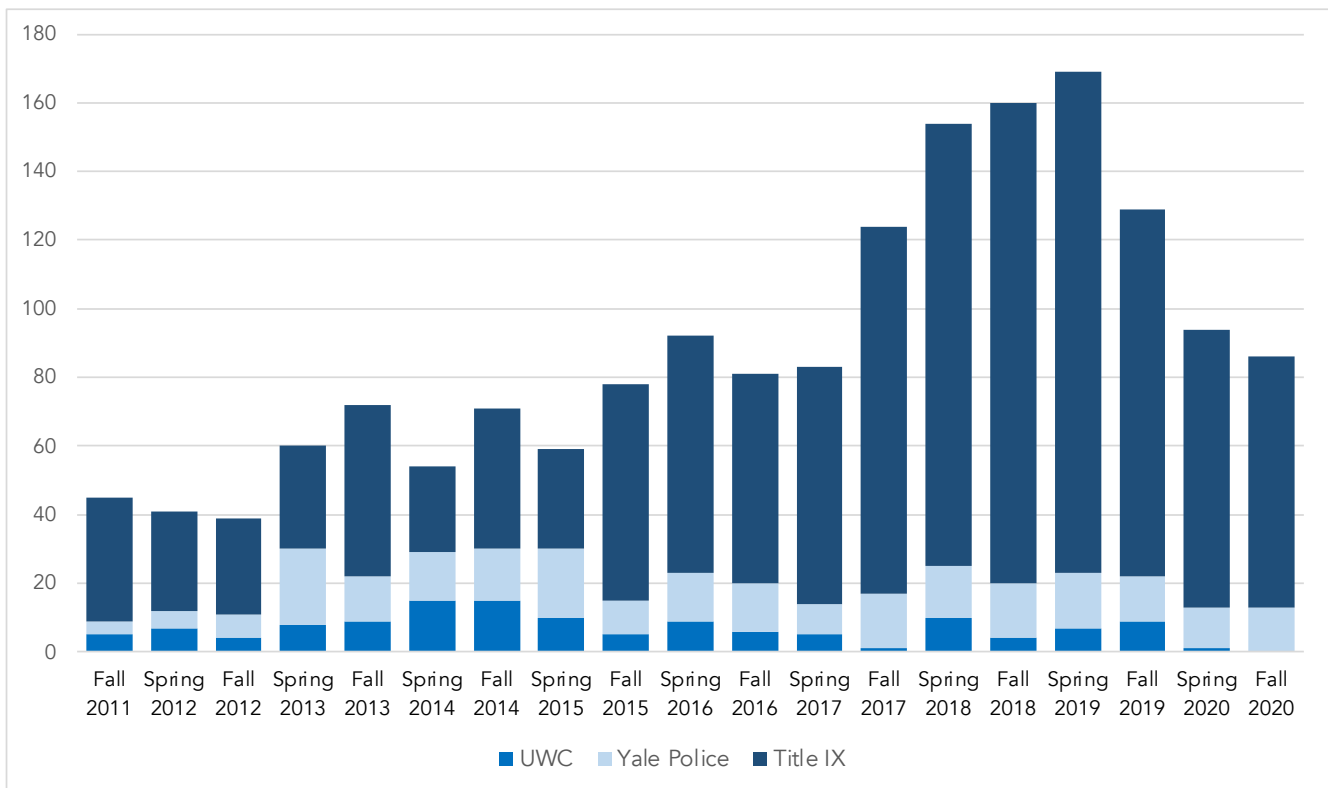
The semi-annual reports of complaints of sexual misconduct have been published since 2021 in order to provide the community with information about Yale’s programs, procedures, and resources to address complaints and support those who have been impacted by sexual misconduct. While these

reports are intended to raise community awareness and stimulate community engagement in culture change, they are not intended to be venues for community discussion of specific complaints. The reports are therefore designed with care to protect the privacy of the individuals whose experiences underlie the statistics and descriptions.

The current report presents information about 86 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 July 1, 2020 and December 31, 2020. It also includes updates on complaints that were first presented in previous semi-annual reports.

The current reporting period coincided with the return to campus of a number of students, faculty,

FIGURE 1. Complaints of sexual misconduct brought forward between July 2011 and December 2020.



and staff who had worked remotely during the pandemic since March of 2020. In alignment with COVID-19 health and safety precautions, repopulation of the campus was gradual and partial during this semester, as sophomore students were asked and other students chose to continue to study remotely and many staff and faculty continued to work from home. Accordingly, Yale's support and response resources—including the SHARE Center, Title IX coordinators, the UWC, and the YPD—continued to provide virtual as well as some in-person services.

This reporting period also included the introduction, in August of 2020, of revisions to Yale's procedures for reviewing formal complaints of sexual misconduct through the UWC. More specifically, the UWC procedures were modified to comport with new regulations issued by the U.S. Department of Education (DOE). During this reporting period the UWC did not receive any formal complaints for review under the revised procedures. The DOE regulations did not require any changes in the Title IX coordinators' role in providing supportive

services and accommodations to those impacted by sexual misconduct or to the Sexual Harassment and Assault Response and Education (SHARE) Center's provision of confidential counseling and advice.

I hope that you will take some time to review this report as well as the information provided on our sexual misconduct response and prevention website, and I welcome your questions and suggestions (titleix@yale.edu or 203-432-6854). We rely on the input and engagement of community members to shape and fortify our programs and to identify and pursue opportunities to enhance our campus culture so that everyone can thrive.

In closing, I must once again thank the many, many members of our Yale community who work to ensure that Yale is a safe, respectful, and supportive place to study, work, and live.

Stephanie Spangler

March 28, 2022

Guide to this report

This report includes both statistical and descriptive summaries of the complaints brought forward within this reporting period (July 1 – December 31, 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://smr.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.

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.

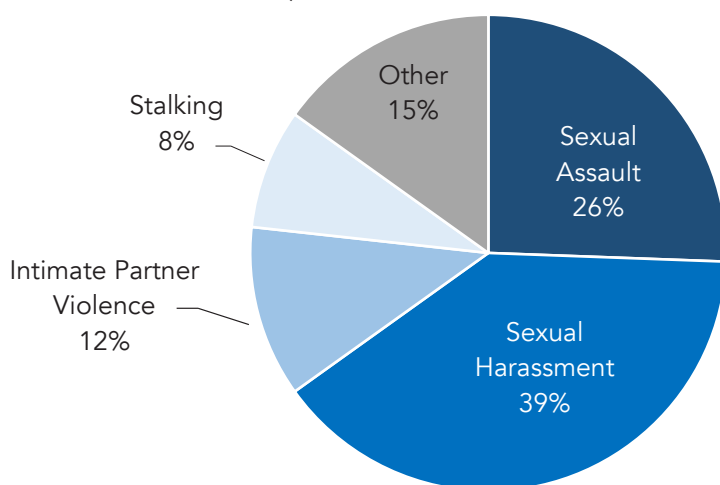
Statistical summary of complaints³

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (July 1 – December 31, 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 July 1 through December 31, 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, July 1, 2020 - December 31, 2020

TABLE 1. Sexual misconduct complaints by university affiliation.

| | | University affiliation | | | | | | | | TOTAL |
|---------------------------|-------------|------------------------|---------------------|-------|----------|---------|----------------|----------|-----------|-------|
| | | Under-grad Student | Grad & Prof Student | Staff | Post-doc | Faculty | Yale Affiliate | Non-Yale | Unknown | |
| Sexual Assault | Complainant | 16 | 1 | 0 | 1 | 0 | 0 | 3 | 1 | 22 |
| | Respondent | 16 | 1 | 0 | 0 | 1 | 0 | 3 | 1 | |
| Intimate Partner Violence | Complainant | 4 | 3 | 0 | 1 | 0 | 0 | 2 | 0 | 10 |
| | Respondent | 4 | 1 | 1 | 1 | 0 | 0 | 3 | 0 | |
| Sexual Harassment | Complainant | 20 | 8 | 4 | 0 | 1 | 0 | 0 | 1 | 34 |
| | Respondent | 11 | 7 | 3 | 1 | 4 | 2 | 3 | 3 | |
| Stalking | Complainant | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 7 |
| | Respondent | 2 | 1 | 1 | 0 | 0 | 1 | 2 | 0 | |
| Other | Complainant | 8 | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 13 |
| | Respondent | 5 | 0 | 0 | 0 | 1 | 0 | 5 | 2 | |
| TOTAL | | | | | | | | | 86 | |

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

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

Sexual Harassment: 59% of complainants were Yale College students; 24% were Graduate and Professional students; 12% were Staff members.

Intimate Partner Violence and Stalking: 40% of complainants were Yale College students.

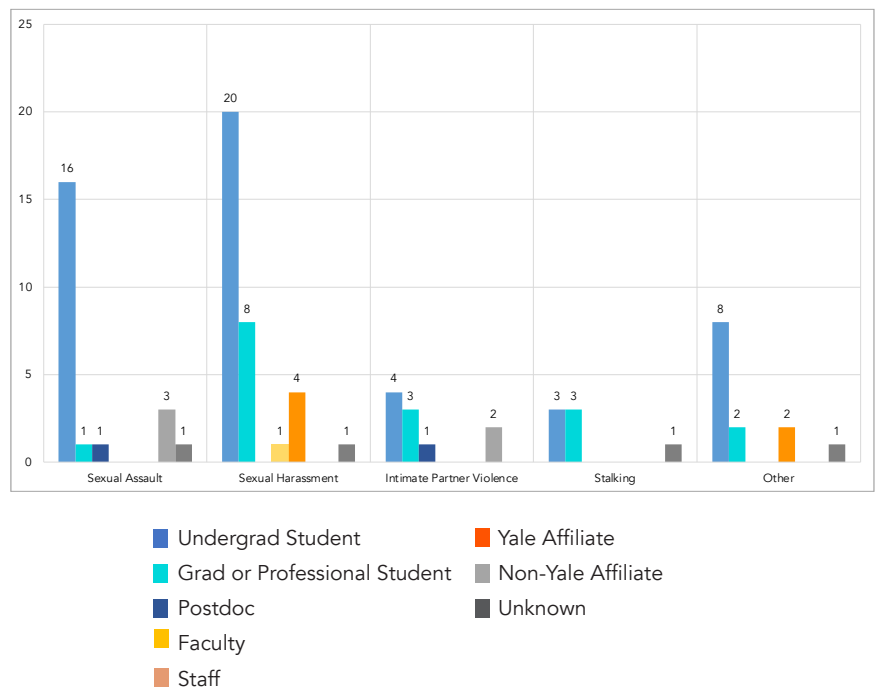


FIGURE 4. Sexual misconduct by respondent affiliation (see Table 1 for more detail).

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

Sexual Harassment: 12% of respondents were Faculty; 32% were Yale College students; 21% were Graduate and Professional students.

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

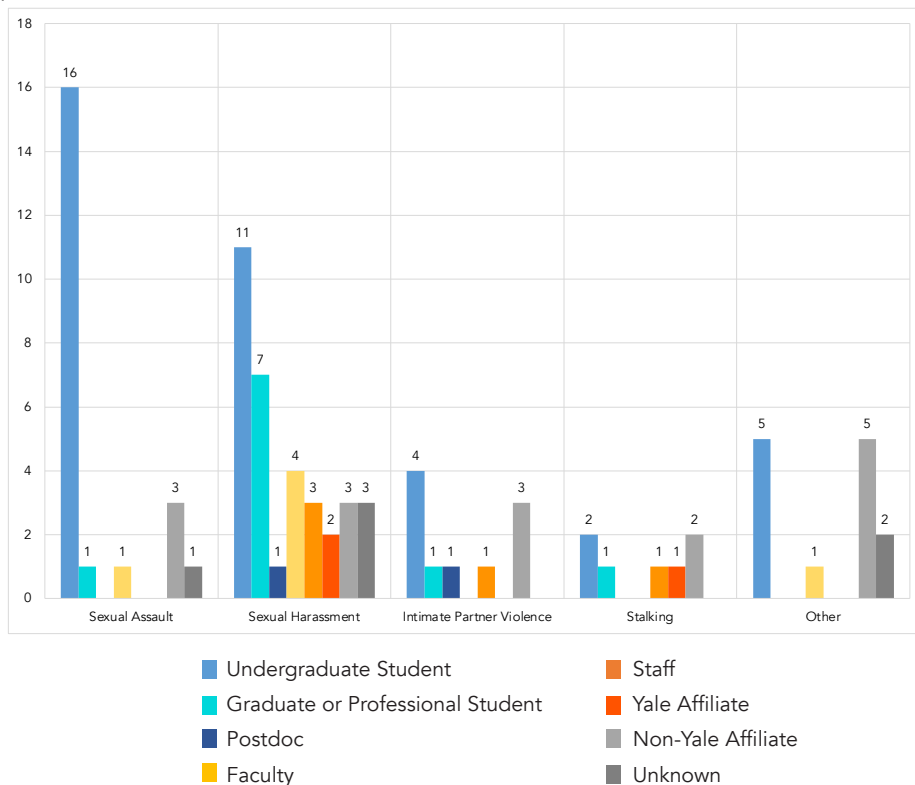


TABLE 2. Sexual misconduct complaints by gender configuration.

| | | Complainant gender | | | | | TOTAL |
|-------------------|--------------------------------------|--------------------|------|-----------------------|---------------------------------------|---------------------------|-------|
| | | Female | Male | Other Gender Identity | Multiple Complainants of Mixed Gender | Gender Not Known/Reported | |
| Respondent gender | Female | 0 | 5 | 0 | 0 | 0 | 8 |
| | Male | 29 | 4 | 0 | 0 | 10 | 43 |
| | Other Gender Identity | 1 | 0 | 0 | 0 | 0 | 1 |
| | Multiple Respondents of Mixed Gender | 0 | 2 | 0 | 0 | 0 | 2 |
| | Gender Not Known | 27 | 2 | 1 | 0 | 2 | 32 |
| TOTAL | | | | | | 86 | |

NOTE: the genders in the table above are sourced from institutional records, where possible, and reflect the gender identity provided by the party. In cases where a party is unknown or unidentified, they are included above as "Gender Not Known/Reported."

TABLE 3. Sexual misconduct complaints by office or committee.

| | | Office or committee that addressed the complaint | | | TOTAL |
|--|---------------------------|--|----------------------|-----|-------|
| | | UWC - Formal | Title IX Coordinator | YPD | |
| Category of sexual misconduct reported | Sexual Assault | 0 | 19 | 3 | 22 |
| | Intimate Partner Violence | 0 | 7 | 3 | 10 |
| | Sexual Harassment | 0 | 33 | 2 | 35 |
| | Stalking | 0 | 5 | 1 | 6 |
| | Other | 0 | 9 | 4 | 13 |
| | TOTAL | 0 | 73 | 13 | 86 |

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 July 1 – December 31, 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).

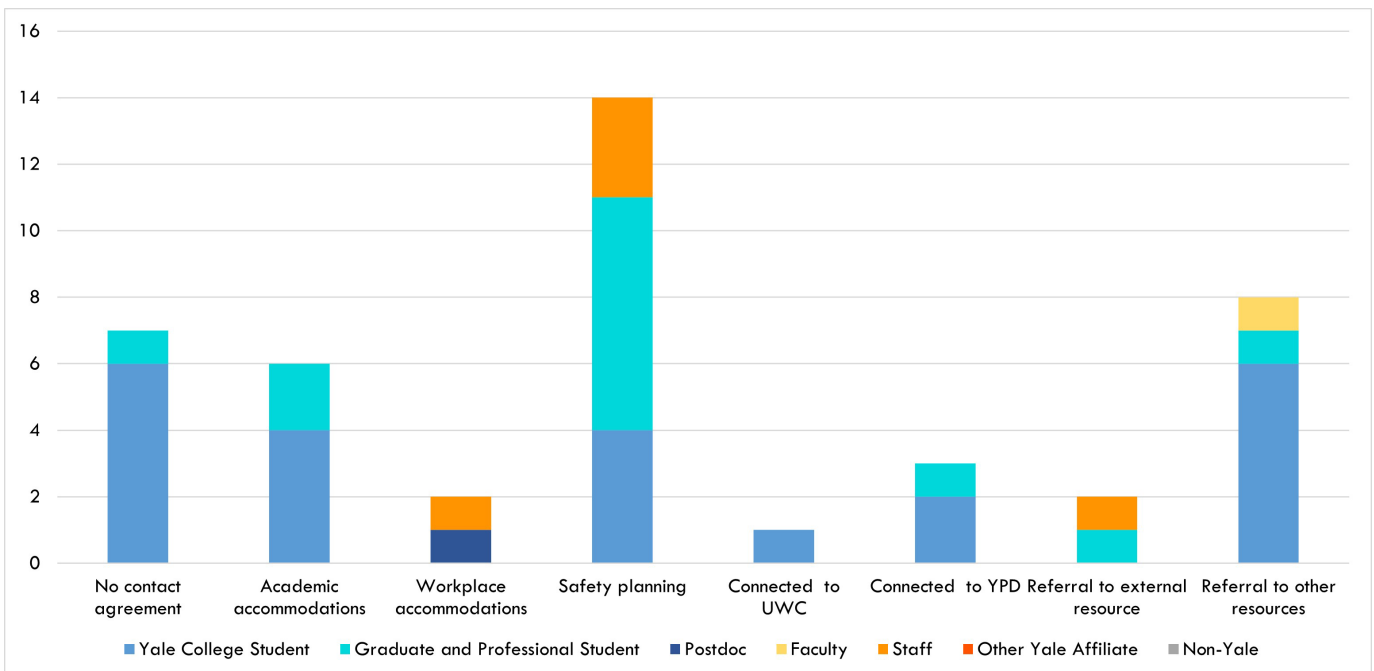
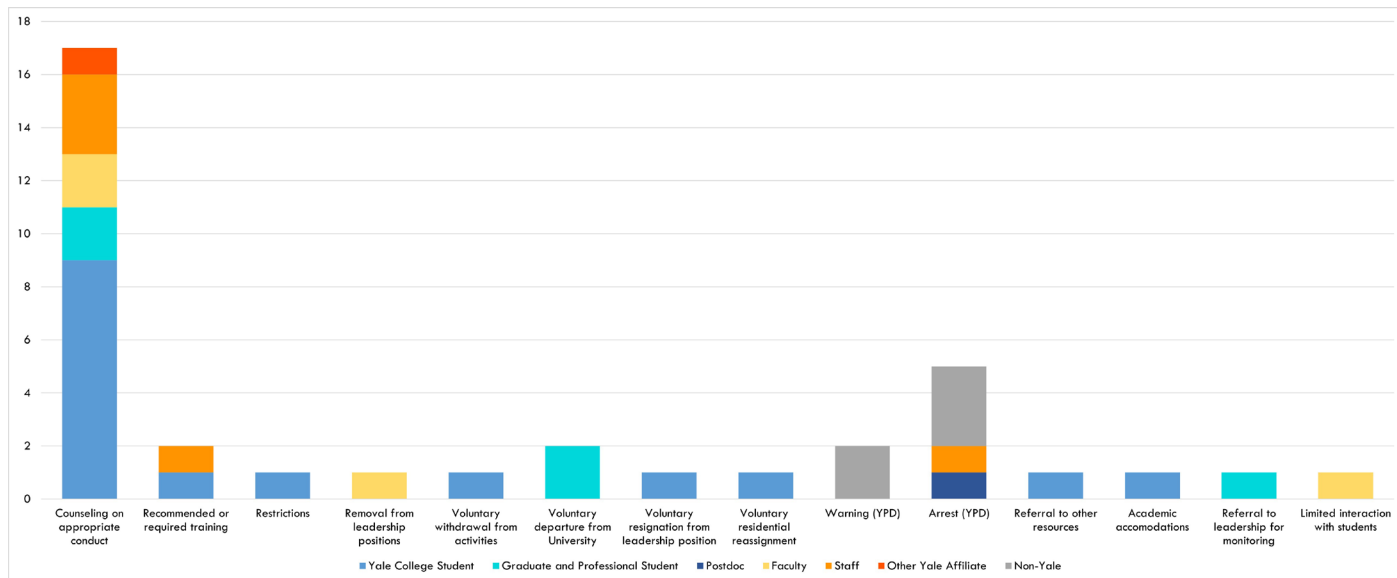


FIGURE 6. Respondent-focused outcomes by respondent affiliation (see descriptive summaries for more information).



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.

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

| Complainant | Respondent | Category of Misconduct Reported | Description/Actions Taken |
|--|------------|---------------------------------|---------------------------|
| No complaints brought to the University-Wide Committee on Sexual Misconduct during the reporting period. | | | |

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

| Complainant | Respondent | Category of Misconduct Reported | Description/Actions Taken |
|---|------------|---------------------------------|---------------------------|
| No updates to complaints brought to the University-Wide Committee on Sexual Misconduct during the reporting period. | | | |

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 <https://smr.yale.edu/title-ix> for more information.

During this reporting period (July 1 – December 31, 2020), there were 73 cases brought forward to a Title IX Coordinator. In addition, Table 5b below includes updates to complaints that were originally reported in a previous period.

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

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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 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 | 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. After consulting with the complainant, a Title IX coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties. At the complainant's request, the 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. At the complainant's request, a Title IX coordinator implemented academic accommodations for the complainant and referred the complainant to other University resources. |
| Yale College Student | Yale College Student | Sexual harassment | A YC student reported that another YC student made inappropriate comments to them. After consulting with the complainant, a Title IX coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties. The Title IX coordinator referred the respondent for additional training, and the respondent voluntarily sought a residential reassignment. |
| Yale College Student | Yale College Student | Sexual assault | A YC administrator reported that an unidentified YC student engaged in sexual penetration of another YC student without consent. The YC administrator, in consultation with a Title IX coordinator, referred the complainant to other University support resources. |
| Yale College Student | Yale College Student | Sexual harassment | YC students reported that another YC student made inappropriate comments to them on multiple occasions. After consulting with the complainants, a Title IX coordinator counseled the respondent on appropriate conduct, and the respondent voluntarily resigned from a leadership position in a student organization. |

Report of Complaints of Sexual Misconduct, July 1, 2020 - December 31, 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 harassment | A YC student reported that another YC student sent repeated unwanted messages to them and to other YC students. After consulting with the complainant, a Title IX coordinator counseled the respondent on appropriate conduct. |
| Yale College Student | Yale College Student | Intimate partner violence | A YC administrator reported that a YC student engaged in threatening physical behaviors toward another YC student with whom the respondent had been in a relationship. The YC administrator and a Title IX coordinator counseled the respondent on appropriate conduct. |
| Yale College Student | Yale College Student | Sexual harassment | A third party reported that a YC student made unwanted advances toward another YC student. A Title IX coordinator counseled the respondent on appropriate conduct and the respondent voluntarily resigned from a student organization. |
| Yale College Student | Yale College Student | Sexual assault | A YC administrator reported that an unidentified YC student engaged in sexual penetration of another YC student without consent. The YC administrator, in consultation with a Title IX coordinator, referred the complainant to other University support resources. |
| Yale College Student | Yale College Student | Sexual assault | A third party reported that a YC student possibly engaged in sexual activity with another YC without consent. A Title IX coordinator counseled the respondent on appropriate conduct and referred the respondent to additional University support resources. |
| Yale College Student | Yale College Student | Sexual harassment | A YC student reported that another YC student made repeated unwanted advances toward them. 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. At the complainant's request, a Title IX coordinator implemented academic accommodations for the complainant and 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. After consulting with the complainant, a Title IX coordinator counseled the respondent on appropriate conduct, and implemented academic accommodations for both parties. |
| Yale College Student | Graduate & Professional Student | Sexual harassment | A YC student reported that a G&P student made unwanted advances toward 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. |

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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 | Graduate & Professional Student | Sexual harassment | A YC student reported that a G&P student sent repeated unwanted messages including a sexually-explicit image to the complainant. At the complainant's request, a Title IX coordinator connected the complainant to the UWC and YPD to explore formal complaint options. |
| Yale College Student | Staff | Sexual harassment | A third party reported that a staff member made inappropriate comments of a personal nature to YC students whom the staff member supervised. An administrator, in consultation with a Title IX coordinator, counseled the respondent, and facilitated a training for staff in the respondent's department on appropriate conduct. |
| Yale College Student | Staff | Sexual harassment | A YC student reported that a staff member sent inappropriate messages to the complainant and to other students. An HR representative, in consultation with a Title IX coordinator and the respondent's supervisor, counseled the respondent on appropriate conduct, reassigned the respondent to an alternate work location, and implemented no-contact restrictions. |
| Yale College Student | Non-Yale | Other | A YC student reported experiencing sexual misconduct by an unidentified individual prior to enrolling at Yale. At the complainant's request, a Title IX coordinator implemented academic accommodations for the complainant. |
| Yale College Student | Non-Yale | Sexual harassment | A YC student reported experiencing inappropriate comments on multiple occasions by an unidentified instructor at the complainant's educational institution prior to enrolling at Yale. At the complainant's request, a Title IX coordinator referred the complainant to the SHARE Center. |
| Yale College Student | Non-Yale | Stalking | A YC student reported that a non-Yale student from another educational institution sent unwanted and distressing messages to the complainant on a number of occasions. After consulting with the complainant, a Title IX coordinator referred the complainant to the YPD for safety planning. In consultation with the Title IX office at the respondent's educational institution, the Title IX coordinator facilitated a no-contact agreement between the parties. |
| Yale College Student | Unknown | Sexual harassment | A YC administrator reported that an unknown individual sent sexually explicit images to a YC student on multiple occasions. A Title IX coordinator referred the complainant to the YPD to review options. |
| Yale College Student | Unknown | Sexual assault | A YC administrator reported that an unknown individual engaged in sexual activity with a YC student without consent. The YC administrator, in consultation with a Title IX coordinator, referred the complainant to other University support resources. |

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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 | Graduate & Professional Student | Sexual harassment | A G&P student reported that a former G&P student engaged in a pattern of harassing behavior toward the complainant and other students, while the respondent was a student and after the respondent graduated. After consulting with the complainant, a Title IX coordinator referred the matter to the school's leadership. |
| 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 | 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 | Graduate & Professional Student | Intimate partner violence | A third party reported that a G&P student engaged in threatening physical behaviors toward another G&P student with whom the respondent had been in a relationship. At the complainant's request, a Title IX coordinator referred the complainant to the YPD for safety planning. |
| Graduate & Professional Student | Staff | Stalking | A G&P student reported that a staff member engaged in stalking behaviors toward the complainant. A Title IX coordinator, in consultation with an HR representative, investigated and could not substantiate the allegations. The Title IX coordinator implemented academic accommodations for the complainant. |
| Graduate & Professional Student | Faculty | Sexual harassment | A G&P student reported that a faculty member made inappropriate comments to the complainant on multiple occasions. The respondent's supervisor, in consultation with a Title IX coordinator, counseled the respondent on appropriate conduct and implemented limits on the respondent's interactions with the student. |
| Graduate & Professional Student | Faculty | Sexual harassment | A G&P student reported that a faculty member made inappropriate comments to the complainant on a number of occasions. The respondent's supervisor, in consultation with a Title IX coordinator, counseled the respondent on appropriate conduct. At the complainant's request, the complainant was reassigned to an alternate academic adviser. |
| Graduate & Professional Student | Faculty | Other | A third party reported that a faculty member engaged in a relationship with a G&P student in violation of the University policy on teacher-student relations. A Title IX coordinator investigated and could not substantiate the allegations. |
| Graduate & Professional Student | Yale Affiliate | Sexual harassment | A faculty member reported that a visiting student made inappropriate comments to a G&P student. The faculty member, in consultation with a Title IX coordinator, counseled the respondent on appropriate conduct and, at the complainant's request, facilitated a no-contact agreement between the parties. |

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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 | Stalking | A G&P student reported that a Yale affiliate engaged in stalking behaviors toward the complainant. At the complainant's request, the Title IX coordinator referred the complainant to the YPD to review options. |
| Graduate & Professional Student | Non-Yale | Intimate partner violence | A G&P student reported that a non-yale individual with whom the complainant had been in a relationship physically assaulted the complainant. At the complainant's request, a Title IX coordinator referred the complainant to the YPD for safety planning and connected the complainant with other University support resources. |
| Graduate & Professional Student | Yale affiliate | Sexual harassment | A G&P student reported that a Yale-affiliated service provider, to whom the complainant had been referred, made inappropriate comments to the complainant. At the complainant's request, a Title IX coordinator consulted with the referring office at Yale to restrict the respondent from receiving future referrals. |
| Staff | Staff | Sexual harassment | A staff member reported that another staff member made an inappropriate gesture to the complainant and other staff members. An HR representative, in consultation with a Title IX coordinator, counseled the respondent on appropriate conduct and implemented workplace accommodations for the complainant. |
| Staff | Faculty | Sexual harassment | A staff member reported that a faculty member made unwanted advances toward the complainant. The respondent's supervisor, in consultation with a Title IX coordinator, removed the respondent from a leadership position. |
| Staff | Non-Yale | Sexual harassment | A staff member reported that a faculty member at another educational institution engaged in harassing behaviors toward the complainant when they were a student at that institution. At the complainant's request, a Title IX coordinator connected the student to the Title IX office at the respondent's institution. |
| Faculty | Faculty | Sexual harassment | A faculty member reported that another faculty member made inappropriate comments to the complainant on a number of occasions. At the complainant's request, a Title IX coordinator referred the complainant to other University support resources. |
| Unknown | Graduate & Professional Student | Sexual harassment | A third party reported that a G&P student sent unwanted sexually explicit messages to a number of unidentified individuals. A Title IX coordinator counseled the respondent on appropriate conduct. |

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

| Complainant | Respondent | Category of Misconduct Reported | Description/Actions Taken |
|----------------------|----------------------|---------------------------------|---|
| Yale College Student | Yale College Student | Sexual Assault | <p>During a previous reporting period, a YC student reported experiencing sexual assault by another YC student. A Title IX coordinator implemented academic accommodations for the complainant.</p> <p>Subsequently, at the request of the complainant, the Title IX coordinator counseled the respondent on appropriate conduct and facilitated a no-contact agreement between the parties.</p> |
| Postdoctoral Trainee | Faculty | Sexual harassment | <p>During a previous reporting period, a postdoctoral trainee reported that a faculty member engaged in a pattern of harassing behavior toward the complainant.</p> <p>Subsequently, 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.</p> |
| Faculty | Faculty | Sexual harassment | <p>During a previous reporting period, a faculty member reported that another faculty member engaged in a pattern of harassing behavior toward the complainant.</p> <p>Subsequently, 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.</p> |
| Postdoctoral Trainee | Faculty | Sexual harassment | <p>During a previous reporting period, a postdoctoral trainee reported that a faculty member engaged in a pattern of harassing behavior toward the complainant.</p> <p>Subsequently, 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.</p> |

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.

TABLE 6. Title IX Coordinators.

| | | Undergrad Stdnt | Grad & Prof Student | Staff | Post-doc | Faculty | Yale Affiliate | Non-Yale | Unknown | Total |
|---------------------------|-------------|-----------------|---------------------|-------|----------|---------|----------------|----------|---------|-------|
| Sexual Assault | Complainant | 9 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 12 |
| | Respondent | 10 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | |
| Sexual Harassment | Complainant | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| | Respondent | 6 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | |
| Intimate Partner Violence | Complainant | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| | Respondent | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | |
| Stalking | Complainant | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 |
| | Respondent | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Other | Complainant | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 |
| | Respondent | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | |
| | | | | | | | | | TOTAL | 34 |

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 (July 1 – December 31, 2020), there were 14 contacts with the YPD regarding possible sexual misconduct. 13 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 | Non-Yale | Other | A YC student reported that a non-Yale individual exposed themselves to the student as they walked near campus. The YPD investigated and was able to identify the respondent. NHPD responded to the scene and arrested the respondent. The YPD provided the complainant with information on safety and victim services. |
| Yale College Student | Unknown | Sexual harassment | A YC student reported receiving inappropriate images and messages on their 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. |
| Graduate & Professional Student | Faculty | Sexual Assault | A former G&P student reported to the NHPD that a faculty member engaged in sexual touching without consent at the complainant's off-campus residence when the complainant was a student. The YPD provided the complainant with information on safety and victim services. |
| Graduate & Professional Student | Non-Yale | Stalking | A G&P student reported possible stalking by a non-Yale individual with whom the complainant had been in a relationship. The complainant declined to pursue a complaint. The YPD provided the complainant with information on safety and victim services. |
| Graduate & Professional Student | Non-Yale | Other | A G&P student reported that an unknown individual exposed themselves to the student as they walked near campus. The YPD investigated and was able to identify a potential suspect. The YPD provided the complainant with information on safety and victim services. |
| Graduate & Professional Student | Unknown | Sexual Assault | A G&P student reported that an unknown individual groped the student as they walked near campus. The YPD investigated and was unable to identify a potential suspect. The YPD 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 | Other | A staff member reported that a non-Yale individual attempted to contact the complainant on Yale property in violation of a protective order. The YPD investigated and referred the matter to the appropriate jurisdiction. The YPD provided the complainant with information on safety and victim services. |
| Staff | Non-Yale | Sexual Harassment | A staff member reported receiving inappropriate messages from a non-Yale individual through the complainant's work email. 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. |
| Staff | Non-Yale | Sexual Harassment | A staff member reported they received inappropriate and threatening messages from a non-Yale individual. The complainant declined to press charges. 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. |
| Postdoctoral trainee | Non-Yale | Intimate Partner Violence | A postdoctoral trainee reported that a non-Yale individual with whom the complainant was in a relationship physically assaulted the complainant at their residence in University housing. The YPD responded and investigated. The YPD arrested the respondent and provided the complainant with information on safety and victim services. |
| Postdoctoral Trainee | Non-Yale | Sexual Assault | A postdoctoral trainee reported that a non-Yale individual groped the complainant as they walked near campus. NHPD investigated and arrested the respondent. The YPD provided the complainant with information on safety and victim services. |
| Non-Yale | Staff | Intimate Partner Violence | A non-Yale individual reported that a staff member with whom the complainant was in a relationship physically assaulted the complainant at their residence in University housing. The YPD responded and investigated. The YPD arrested the respondent and provided the complainant with information on safety and victim services. |
| Non-Yale | Postdoctoral Trainee | Intimate Partner Violence | A non-Yale individual reported that a postdoctoral trainee with whom the complainant was in a relationship physically assaulted the complainant at their residence in University housing. The YPD responded and investigated. The YPD arrested the respondent and 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 impartial investigator, 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 implementing supportive measures for the parties.