

RESOURCES ON SEXUAL MISCONDUCT

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on mutual respect in which students, faculty, and staff are connected by strong bonds of intellectual dependence and trust. Sexual misconduct is antithetical to the standards and ideals of our community, and it is a violation of Yale policy and the disciplinary regulations of Yale College and the graduate and professional schools.

Sexual misconduct incorporates a range of behaviors including sexual assault, sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person. Sexual 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. Violations of Yale’s Policy on Teacher-Student Consensual Relations also constitute sexual misconduct. See the full version of Yale’s Sexual Misconduct Policies and Related Definitions.

Yale aims to eradicate sexual misconduct through education, training, clear policies, and serious consequences for violations of these policies. In addition to being subject to University disciplinary action, many forms of sexual misconduct are prohibited by Connecticut and federal law and may lead to civil liability or criminal prosecution. Yale provides a range of services, resources, and mechanisms for victims of sexual misconduct. The options for undergraduate, graduate, and professional school students, faculty, and staff are described at <http://smr.yale.edu>.

TITLE IX COORDINATORS

203.432.6854

Office hours: 9 a.m.–5 p.m., M–F

<https://provost.yale.edu/title-ix>

Title IX of the Education Amendments of 1972 protects people from sex-based discrimination in educational programs and activities at institutions that receive federal financial assistance. The University is committed to providing an environment free from sex-based discrimination, including sexual harassment, sexual assault, and other forms of sexual misconduct.

Title IX Coordinators are senior administrators and faculty members throughout the university who are available to consult with members of the community about their concerns and questions related to sex- or gender-based discrimination or sexual misconduct. This includes discrimination or harassment on the basis of sexual orientation, gender identity, gender expression, and non-conformance with gender stereotypes. Coordinators can review options, identify supportive measures, and

connect individuals with other campus resources, such as the SHARE Center, the University-Wide Committee on Sexual Misconduct, or the Yale Police.

The University Title IX Coordinator, Elizabeth Conklin, has campus-wide responsibility for all policies, processes, and programs that address and prevent discrimination on the basis of sex or gender, including sexual misconduct. In addition to the University Title IX Coordinator, Yale has designated Deputy Title IX Coordinators across the University, including in Yale College. You may contact any Coordinator at any time by email or phone (see contact information at /university-and-deputy-title-ix-coordinators). Some community members prefer to contact the Title IX Coordinator who works directly with their school; others prefer to contact a Coordinator from another area of campus. Discussions with a Title IX coordinator are confidential. In the case of imminent threat to an individual or the community, the coordinator may need to consult with other administrators or take action in the interest of safety.

SHARE: INFORMATION, ADVOCACY, AND SUPPORT

55 Lock Street, Lower Level

Office hours: 9 a.m.–5 p.m., M–F

24/7 hotline: 203.432.2000

<http://sharecenter.yale.edu>

SHARE, the Sexual Harassment and Assault Response and Education Center, is available to all members of the Yale community who are dealing with sexual misconduct of any kind, including sexual assault, sexual harassment, stalking, intimate partner violence, and more. They assist individuals who are dealing with both current/recent and past experiences, as well as offer support to those who may experience something indirectly such as supporting friends, family or loved ones, or witnessing something of concern. Additionally, they have resources for individuals who may have concerns about their own behavior. SHARE provides crisis support, advocacy, and referral facilitation for all Yale community members, as well as ongoing counseling, support, and accompaniment to medical services to students. SHARE services are confidential and can be anonymous if desired. SHARE also works closely with both on-campus and community-based resources and can help facilitate a complaint process or seek additional services and/or consultation if desired.

If you wish to make use of SHARE's services, you can call the SHARE number (203.432.2000) at any time for a phone consultation or to set up an appointment. Some legal and medical options are time-sensitive, so if you have experienced an assault, we encourage you to call SHARE as soon as possible. If it is not an acute situation and you would like to contact the SHARE staff during regular business hours, you can call the hotline or contact one of the SHARE staff directly: Jennifer Czincz (jennifer.czincz@yale.edu), 203.432.0310; Anna Osman (anna.osman@yale.edu), 203.436.8217; Sabrina Saint Juste (sabrina.saintjuste@yale.edu); Liz Schacht (liz.schacht@yale.edu); or Nicole Tarrant (nicole.tarrant@yale.edu).

UNIVERSITY-WIDE COMMITTEE ON SEXUAL MISCONDUCT

203.432.4449

Office hours: 9 a.m.–5 p.m., M–F

<http://provost.yale.edu/uwc>

The University-Wide Committee on Sexual Misconduct (UWC) is designed to address allegations of sexual misconduct and is available to students, faculty, and staff across the University according to the guidelines described in the UWC's Procedures. The UWC provides an accessible, representative, and trained body to answer inquiries and fairly and expeditiously hear formal complaints of sexual misconduct. The UWC consists of faculty, senior administrators, and graduate and professional students drawn from throughout the University. UWC members are trained in the protocols for maintaining confidentiality and observe strict confidentiality with respect to all information they receive about a case.

YALE POLICE DEPARTMENT

101 Ashmun Street

24/7 Dispatch: 203.432.4400

<http://publicsafety.yale.edu/police/sensitive-crimes-support>

The Yale Police Department (YPD) operates 24 hours a day, 7 days a week, and is comprised of highly trained, professional officers. The YPD can provide information on available victims' assistance services and also can perform full criminal investigations.

The Sensitive Crimes & Support Coordinator is dedicated to assisting victims of and investigating cases of sexual violence, harassment, assault, violence against women, and other crimes of sexual misconduct, including stalking, intimate partner violence, and workplace violence. As a liaison between victims of these crimes and the Yale Police Department, the Coordinator interfaces with the SHARE Center, the University's Title IX coordinators, and the University-wide Committee on Sexual Harassment (UWC). The Coordinator supports programs and initiatives aimed at creating awareness and crime prevention. To reach the Coordinator, call 203-432-9547.

Talking to the YPD does not commit you to submit evidence or press charges; with few exceptions, all decisions about how to proceed are up to you.