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
provost.yale.edu/title-ix/coordinators). Some community members prefer to contact
the Title IX Coordinator that 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 Seidner
(anna.seidner@yale.edu), 203.436.8217; Freda Grant (freda.grant@yale.edu),
203.436.0494, or Liz Schacht (liz.schacht@yale.edu), 203.432.0326.

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 an internal disciplinary board designed to address allegations of sexual misconduct and is available to students, faculty, and staff across the University, as described in the committee’s procedures. The UWC is an accessible, representative, and trained body established to fairly and expeditiously address formal complaints of sexual misconduct. UWC staff members can answer inquiries about procedures and the University sexual misconduct policy. In cases where formal resolution is sought, investigations are conducted by professional, impartial investigators.

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 has the capacity to perform full criminal investigations. If you wish to speak with Sergeant Kristina Reech, the Sensitive Crimes & Support Coordinator, she can be reached at 203.432.9547 during business hours or via email at kristina.reech@yale.edu. Informational sessions are available with the Sensitive Crimes & Support Coordinator to discuss safety planning, available options, etc. The YPD works closely with the New Haven State’s Attorney, the SHARE Center, the University’s Title IX coordinators, and various other departments within the University. Talking to the YPD does not commit you to submitting evidence or pressing charges; with few exceptions, all decisions about how to proceed are up to you.