

What are the options for resolution of a complaint of sexual misconduct brought by a member of the faculty or staff? ¹

<i>University-Wide Committee on Sexual Misconduct</i>		<i>Title IX Coordinators & OEOP ²</i>	<i>Staff Grievance Procedure ³ (through Human Resources)</i>
Formal Resolution of a Complaint	Informal Resolution of a Complaint	Resolution of a Complaint ⁴	Formal Resolution of a Complaint
Full investigation, with fact finder and hearing panel	Limited or no investigation; no hearing panel	Investigations ranging from limited to full; no hearing panel	A panel hears the grievance and receives evidence at the hearing; no independent fact-finding
Will lead to a formal determination of whether or not sexual misconduct has occurred; may lead to disciplinary action (reprimand, suspension, probation, termination) and/or other remedies as available in informal complaints	Focused on providing a prompt and effective resolution (a discussion with the respondent, a no-contact agreement, a recommendation for counseling, a change in housing, etc.)	Focused on providing a prompt and effective resolution (a discussion with the respondent, a no-contact agreement, a recommendation for counseling, a change in housing, etc.); may also lead to a recommendation for disciplinary action or a referral to the UWC	Will lead to a formal determination of whether or not sexual misconduct has occurred; may lead to disciplinary action (reprimand, suspension, termination) and/or other remedies
Documentation: preserved in confidential university records; depending on findings, sanctions may be recorded in respondent's file	Documentation: preserved in confidential university records only	Documentation: preserved in confidential university records; depending on findings, disciplinary actions may be recorded in respondent's file	Documentation: preserved in confidential university records; depending on findings, disciplinary actions may be recorded in respondent's file
No time limitations	No time limitations	No time limitations	Must be initiated within 25 <u>working days</u> of the action on which the complaint is based
With some exceptions, completed within 60 days	Will happen as quickly as possible	Will happen as quickly as possible	Will happen as quickly as possible
Under limited circumstances, may be appealed once	Allows for a subsequent formal complaint at the request of complainant	Allows for a subsequent formal complaint at the request of complainant or, under certain circumstances, by the Title IX Coordinator	No right to appeal

¹ In addition to the procedures summarized here, individuals may also report sexual misconduct to the Yale Police or New Haven Police.

² Complaints may also be brought to a Human Resources Generalist, who will coordinate with the Employee Title IX Coordinator on investigations and resolution of the complaint.

³ The Staff Grievance Procedure, [Section 800](#) of the Yale University Personnel Policies and Practices Manual, is available to all regular and temporary managerial and professional employees, as well as those clerical and technical employees who are not included in a bargaining unit. Staff covered under a bargaining unit should refer to the grievance procedures outlined in the agreement between the bargaining unit and the University.

⁴ To resolve complaints, the Title IX Coordinators may collaborate with Human Resources, Student Affairs, and other members of the school and University administrations.