Yale University

Report of Complaints of Sexual Misconduct

Brought forward from July 1, 2011 through December 31, 2011

In his November 2011 *Response to the Report of the Advisory Committee on Campus Climate*, President Levin outlined a number of initiatives to fortify and clarify the University's procedures for preventing and addressing sexual misconduct, to enhance services for those affected by sexual misconduct, and to inform and engage the community more effectively regarding this issue. One of the initiatives promised in the *Response* was a semi-annual report to the Yale community about actions taken by the University in response to specific complaints of sexual misconduct. This document is the first of such reports.

This Report presents information about complaints of sexual misconduct brought to University officials between July 1, 2011 and December 31, 2011. This reporting interval corresponds with a period of active development and implementation of a number of related initiatives outlined in the *Response*, most notably the introduction of the University-Wide Committee on Sexual Misconduct (UWC), the launch of the Sexual Misconduct Response website, and the implementation of numerous educational programs and communications to the community. The list of complaints (below) may, therefore, reflect the community's growing awareness of issues pertaining to sexual misconduct and the processes and services available to address complaints and concerns. It should also be noted that some of the complaints relate to incidents that occurred before July 1, 2011 -- up to two years prior in a few cases -- but are included here because they were brought forward during the reporting period.

The complaints are presented in both descriptive summary and statistical formats. The descriptive summaries are organized in groups according to the office or committee that reviewed and addressed the complaints:

- The University-Wide Committee on Sexual Misconduct
- The Title IX Coordinators
- The Yale Police Department
- Human Resources

The statistical summary organizes the reported cases by the category of sexual misconduct that applies to complainants' descriptions of complaints and sorts the cases both by the University affiliations of the complainants and by the University affiliations of the respondents.

While the Report is intended to be as informative as possible, in order to protect the privacy of those involved, it includes general categories of University affiliation, rather than names or identifying characteristics, of the complainants and the respondents. It also provides general descriptions of the complaints and actions taken, including sanctions where applicable.

The Report includes complaints at varying stages of review and investigation; future actions taken on cases pending at the time of this report will be summarized in subsequent semi-annual reports. It also includes a number of complaints that could not be substantiated; a variety of circumstances account for

this outcome, such as reports by third parties who were unable to identify the complainant and/or the respondent, and those cases in which the complainant elected not to pursue further investigation.

Finally, as noted above, this Report is the first in a series of reports and one of a number of initiatives Yale is undertaking to inform and engage the Yale community in addressing matters relating to sexual misconduct. In the spirit of continued engagement, the University welcomes input on the Report and related procedures to address sexual misconduct. Comments may be directed to Stephanie Spangler, M.D., Deputy Provost for Health Affairs & Academic Integrity, at TitleIX@yale.edu.

Stephanie S. Spangler

January 29, 2012

Descriptive Summaries of Complaints

In the tables below, Complainants and Respondents are described by their Yale affiliations. The Complainant, in most cases, is the individual who brought the complaint. In cases where a third party made the report, the Complainant is the individual who is alleged to have been harmed or affected by the conduct. The Respondent is the individual(s) against whom the complaint has been brought. In one case, the Respondent is designated as "Unknown" because neither the individual nor his or her Yale affiliation was identified by the complainant or through subsequent investigation.

The UWC tables separately show "formal complaints" and complaints pursued through "informal resolution." The formal process involves an investigation by an external professional fact-finder, a full hearing and possible disciplinary sanctions. Informal resolution is non-disciplinary, and does not include extensive investigation or formal findings; its goal is to achieve a resolution that is desired by the complainant and acceptable to the respondent, and to counsel and educate the parties. However, the University does not allow face-to-face mediation in cases alleging sexual violence. The choice of an informal process does not imply the matter is less serious than those matters pursued through formal processes, nor does it preclude the complainant from bringing a formal complaint at a later date, subject to time limits under the UWC procedures.

Many in our community, including individuals who have experienced these harms, have requested informal resolution as an option. They have underscored choice of and control over the process as an important element in helping those affected regain their sense of wellbeing. Consequently, the University has provided this option to the complainant. There may be circumstances when the University will override the wishes of an individual and require a formal hearing, assuming the availability of sufficient evidence. These circumstances would include risks to the safety of individuals and/or the community.

University-Wide Committee on Sexual Misconduct

Formal Complaints (see the UWC Procedures for more information)

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A Title IX Coordinator brought a formal complaint against a male Yale College student charging that he had committed acts of physical force, intimidation, and coercion against a female Yale College student, with whom he was having a relationship. The UWC found sufficient evidence to support the allegations. The respondent was given a one-semester suspension and restrictions were imposed on contact between the parties.
Yale College Student	Yale College Student	A Yale College Student brought a formal complaint charging that he had been subjected to unwanted touching by a female Yale College student. The UWC found that the complaint did not contain sufficient information for the Committee to accept jurisdiction.
Yale College Student	Yale College Student	A Yale College student brought a formal complaint charging that she was the victim of nonconsensual sex. The case is pending.
Yale College Student	Faculty	A former student brought a formal complaint charging that she had been harassed by a male faculty member while she was a student. The UWC found insufficient evidence to support the allegation of sexual harassment. The UWC found a violation of the University's Standards of Business Conduct. The respondent was given a written reprimand.
Staff	Faculty	A staff member brought a formal complaint charging that she had been sexually harassed by a male faculty member. The case is pending.

University-Wide Committee on Sexual Misconduct

Complaints Pursued through Informal Resolution

The following are cases in which the complainant chose to pursue informal resolution with the UWC. In every case, the complainant was provided information about all options, formal and informal, for review of his or her complaint and made the choice of how he or she wished to proceed. In cases in which the complainant chose to pursue informal resolution, no formal hearing was held, and no determination as to the validity of the allegations was made. (see the UWC Procedures for more information)

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A Yale College student sought resolution of an informal complaint alleging that a male Yale College student had sexually assaulted her. The Chair of the UWC held a meeting with the respondent and an administrator of the College, referred the respondent for counseling, and imposed restrictions on contact between the parties.
Yale College Student	Yale College Student	A Yale College student sought resolution of an informal complaint alleging that a male Yale College student had sexually assaulted her. The Chair of the UWC held a meeting with the respondent and administrators of the College and counseled the respondent on appropriate conduct.
Yale College Student	Yale College Student	A Yale College student sought resolution of an informal complaint alleging that a male Yale College student had sexually harassed him. The Chair of the UWC held a meeting with the two students and administrators of the College, at which the students had the opportunity to voice concerns.
Yale College Student	Yale College Student	A Yale College student sought resolution of an informal complaint alleging that a male Yale College student had nonconsensual sex with her. The Chair of the UWC held a meeting with the respondent and an administrator of the College, counseled the respondent on appropriate conduct, and imposed restrictions on contact between the parties.
Yale College Student	Yale College Student	A Yale College student sought resolution of an informal complaint alleging that a male Yale College student had sexually assaulted her. The Chair and another member of the UWC held a meeting with the respondent, counseled the respondent on appropriate conduct, and imposed restrictions on contact between the parties.
Yale College Student	Yale College Student	A Yale College student sought resolution of an informal complaint alleging that a male Yale College student had nonconsensual sex with her. The Chair and another member of the UWC held a meeting with the respondent, counseled the respondent on appropriate conduct, and imposed restrictions on contact between the parties.
Faculty	Faculty	A faculty member sought resolution of an informal complaint alleging that a male faculty member had sexually harassed her. The complainant requested confidentiality. The Chair of the UWC met with the complainant and her department chair and they identified measures to support and protect the complainant and monitor the respondent.

Title IX Coordinators

The following are cases in which the complainant, having been informed of all options available, chose to pursue resolution with the Title IX Coordinator and without a formal hearing. In addition, Title IX Coordinators routinely provide information about support resources such as the Sexual Harassment and Assault Response & Education center (SHARE). (see the Title IX website for more information)

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A Yale College student reported a possible sexual assault the details of which she could not completely recall. The Title IX Coordinator could not substantiate the allegation.
Yale College Student	Yale College Student	A Yale College student reported that a male Yale College student, whom she would not identify, made unwanted sexual advances toward her. A dean, in consultation with the Title IX Coordinator, informed the female student of the options for formal and informal resolution. The student elected not to further pursue any of these options at this time.
Yale College Student	Yale College Student	A Yale College student reported that a male Yale College student had made unwanted sexual advances toward her. A dean met with the respondent to discuss appropriate conduct and imposed restrictions on contact between the parties.
Yale College Student	Yale College Student	A Yale College student reported that a male Yale College student had posted inappropriate remarks about her on a non-Yale website. The Title IX Coordinator could not substantiate the allegations.
Yale College Student	Yale College Student	A Yale College student reported that a male Yale College student made unwanted sexual advances toward her and physically intimidated her. The Title IX Coordinator informed the female student of options for formal and informal resolution and the student elected not to further pursue any of these options at this time. Nonetheless, a dean and the Title IX Coordinator met with the respondent, counseled him about appropriate conduct and referred him for counseling.
Yale College Student	Yale College Student	A third party reported that a female Yale College student was being physically and mentally abused by a male Yale College student, whom she would not identify. A dean informed the female student of options for formal and informal resolution and the student elected not to further pursue the complaint at this time.
Yale College Student	Yale College Student	A Yale College student reported that a male Yale College student, whom she would not identify, had made unwanted sexual contact with her and sent her inappropriate messages. The Title IX Coordinator informed the female student of options for formal and informal resolution and the student elected not to pursue any of these options at this time.

Yale College Student	Yale College Student	A third party reported that a female Yale College Student had been verbally and emotionally abused by a male Yale College student with whom she was having a relationship. The female student was informed of options for formal and informal resolution and elected not to pursue the complaint at this time. Nonetheless, a dean and a member of the SHARE center met with the respondent and counseled him on appropriate conduct.
Yale College Student	Yale College Student	A Yale College student reported that a male Yale College student made unwanted physical contact with and inappropriate remarks to her. A dean, in consultation with the Title IX Coordinator, informed the female student of options for formal and informal resolution and the student elected not to pursue any of these options at this time. Nonetheless, a dean met with the respondent, counseled him on appropriate conduct and referred him for counseling.
Yale College Student	Yale College Student	A Yale College student reported that she and another female Yale College student were verbally harassed and intimidated by a male Yale College student. The female students were informed of options for formal and informal resolution and indicated they would contact the UWC.
Yale College Student	Yale College Student	A Yale College student reported unwanted sexual contact by a male Yale College student. The female student was informed of options for formal and informal resolution and elected to contact the UWC.
Yale College Student	Graduate & Professional Student	A Yale College student reported that a male Graduate & Professional student made inappropriate remarks to him at their place of mutual employment. An administrator met with the respondent, who resigned his position.
Yale College Student	Faculty	A Yale College student reported that a male faculty member made an inappropriate remark to her. The Title IX Coordinator informed the student of options for formal and informal resolution and the student elected not to further pursue any of these options at this time. Nonetheless, the respondent will be counseled about appropriate professional conduct.
Yale College Student	Staff	A Yale College student reported that he was verbally harassed by a male staff member. The Title IX Coordinator substantiated the allegations. The respondent's supervisor issued him a written disciplinary warning and required him to attend training on appropriate workplace conduct.
Yale College Student	Staff	A Yale College student reported that a male staff member had made inappropriate remarks to him. The Title IX Coordinator has contacted the respondent's supervisor for further investigation. Resolution is pending.

Yale College Student	Non-Yale	A third party reported that a female Yale College student complained that a non-Yale recruiter on campus had made inappropriate remarks to her. The student requested confidentiality. The Title IX Coordinator is working with Career Services to review guidelines for on-campus recruiters.
Yale College Student	Unknown	A third party reported that he encountered a female Yale College student whom he did not know who claimed she had been raped by a person whom she did not identify. The Title IX Coordinator could not determine the identities of either the female student or the alleged perpetrator.
Yale College Student	Yale College Student	A third party reported that he heard from others that a female Yale College student, whom he could not identify, was going to be assaulted by several male Yale College students, who also could not be identified. The Title IX Coordinator could not substantiate that any such event occurred.
Graduate & Professional Student	Graduate & Professional Student	A Graduate & Professional student reported that a male Graduate & Professional student harassed her. A dean, in consultation with the Title IX Coordinator, informed the female student of the options for formal and informal resolution. The student elected not to further pursue any of these options at this time.
Graduate & Professional Student	Graduate & Professional Student	A Graduate & Professional student sought counseling from her dean on how to speak with a friend, another female Graduate & Professional Student, whom she believed had been raped by a male Graduate & Professional student. The student would not identify the female or male students, and the allegations could not be substantiated.
Graduate & Professional Student	Graduate & Professional Student	A Graduate & Professional student reported that she was stalked, threatened, and harassed by a male Graduate & Professional student. The school imposed restrictions on contact between the parties, and the respondent subsequently withdrew from the school in lieu of formal disciplinary action.
Graduate & Professional Student	Graduate & Professional Student	A Graduate & Professional student reported that a female Graduate & Professional student, whom he would not identify, had verbally harassed him. The Title IX Coordinator could not substantiate the allegations.
Graduate & Professional Student	Graduate & Professional Student	A Graduate & Professional student reported that she received an inappropriate communication from another Graduate & Professional student. The Title IX Coordinator imposed restrictions on contact between the parties.
Graduate & Professional Student	Faculty	A Graduate & Professional student reported that a male faculty member harassed her. The Title IX Coordinator informed the student of options for formal and informal resolution and the student elected to pursue informal resolution through the school. The school required the respondent to have no contact with the student, to refrain from further private social interactions with students, and directed him to participate in training on appropriate professional conduct.

Graduate & Professional Student	Faculty	A Graduate & Professional student reported that a female faculty member, whom he would not identify, made inappropriate remarks to him. The Title IX Coordinator informed the student of the options for formal and informal resolution and the student elected not to further pursue any of these options at this time.
Graduate & Professional Student	Faculty	A third party reported that a male faculty member made inappropriate remarks to a male Graduate & Professional student. The case is pending.
Graduate & Professional Student	Faculty	A Graduate & Professional student reported that she was harassed by a male faculty member and claimed a violation of the consensual relations policy. The case is pending.
Graduate & Professional Student	Faculty	A third party reported that a male affiliated faculty member had made inappropriate remarks to a female Graduate & Professional student. The respondent, who had been counseled previously, was relieved of his teaching duties.
Graduate & Professional Student	Faculty	A Graduate & Professional student reported that a male affiliated faculty member had touched her inappropriately. The respondent disputed the allegation. The respondent's supervisor has counseled him about appropriate professional conduct and continues to monitor his activity.
Graduate & Professional Student	Staff	A Graduate & Professional student reported that a male staff member made inappropriate comments to her. The Title IX Coordinator counseled the respondent about appropriate workplace conduct.
Staff	Yale College Student	A staff member reported that two male Yale College students had posted inappropriate content to a non-Yale website. A dean discussed the complaint with the respondents and the inappropriate content was removed.
Staff	Yale College Student	A staff member reported that members of a student organization planned to encourage predatory sexual behavior. The Title IX Coordinator investigated the complaint and could not substantiate the allegations. Nonetheless, the Title IX Coordinator and a dean counseled the leaders of the organization regarding appropriate behavior.
Staff	Staff	A staff member reported that she was verbally harassed by a male staff member. A Human Resources representative could not substantiate the allegations. Nonetheless, with the agreement of the parties, the respondent moved to a different department.
Staff	Staff	A staff member reported that a male staff member made inappropriate remarks to her. A Human Resources representative could not substantiate the allegations. Nonetheless, the Human Resources representative counseled the respondent about appropriate workplace conduct.

Staff	Non-Yale	A staff member reported that a male non-Yale contractor made inappropriate remarks to her. The Title IX Coordinator referred the complaint to the contractor's supervisor, who issued a warning to the contractor and counseled him regarding appropriate workplace conduct. The Title IX Coordinator will monitor the situation.
Non-Yale	Graduate & Professional Student	A third party reported that a female Graduate & Professional student had sexual relations with a male visiting student who she supervised, in violation of the Policy on Teacher-Student Consensual Relations. The Title IX Coordinator could not substantiate the allegations. Nonetheless, the respondent's advisor counseled her about appropriate professional conduct.

Yale Police Department

(see the Yale Police website for more information)

Complainant	Respondent	Description/Actions Taken
Yale College Student	Yale College Student	A female Yale College student filed a complaint alleging that a former student had made an inappropriate posting about her on a non-Yale website. The YPD investigated and notified the College. The posting was removed and the complainant elected not to press charges.
Graduate & Professional Student	Postdoctoral Trainee	A Graduate & Professional student filed a complaint alleging that she had received an inappropriate communication from an anonymous source. The YPD investigated and identified the source of the communication as a male postdoctoral trainee. The YPD informed the complainant and she elected not to press charges.
Staff	Staff	A female staff member filed a complaint alleging that a male staff member was harassing her in retaliation for filing a prior sexual harassment claim. The YPD referred the matter to Human Resources. The complainant requested confidentiality, elected not to press charges and asked that no action be taken at this point.
Faculty	Postdoctoral Trainee	A faculty member filed a complaint alleging that a female postdoctoral trainee had sent him a series of inappropriate communications. The YPD investigated and referred the matter to Human Resources. The trainee's employment was terminated. The complainant elected not to press charges.

Human Resources		
(see the Human Resources website for more information)		
Complainant	**Respondent**	**Description/Actions Taken**
No complaints brought through the Human Resources grievance processes		

Statistical Summaries of Complaints

Complainant	Undergrad	G&P	Staff	Faculty	Non-Yale
Sexual Harassment *	11	11	4	2	1
Sexual Assault **	13	1	0	0	0
Other ***	5	1	3	0	0

Respondent	Undergrad	G&P	Staff	Postdoc	Faculty	Non-Yale	Unknown
Sexual Harassment *	5	6	5	2	9	2	0
Sexual Assault **	12	0	0	0	1	0	1
Other ***	7	1	1	0	0	0	0

* Sexual Harassment includes: unwanted sexual advances, inappropriate comments, threatening, intimidation, and harassment

** Sexual Assault includes: unwanted sexual contact, unwanted touching, nonconsensual sex/rape. 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 wider geographic jurisdiction than in the Clery report.

*** Other includes complaints that did not meet the definition of sexual harassment or sexual assault