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VIA EMAIL

September 30, 2016

Higher Education & Employment Advancement Committee
Email: Jeanie.Phillips@cga.ct.gov

Re: Yale University Report Concerning Sexual Assault, Stalking,
and Intimate Partner Violence on Campus for Calendar Year 2015

On behalf of Yale University, I am writing to submit a report to the Connecticut General Assembly pursuant to Section 10a-55m(f) of the Connecticut General Statutes. The text below is organized to respond to the subsections within Section 10a-55m(f) of the Connecticut General Statutes.

University Policies

Yale University's policies prohibiting sexual misconduct, including sexual assault, intimate partner violence, and stalking, are widely publicized to the Yale community both in print and electronically. These policies are posted prominently online (<http://smr.yale.edu>) and in the University's "Preventing and Responding to Sexual Misconduct" booklet (available at <http://smr.yale.edu>), which is provided in electronic format to all students, faculty, and staff and in printed format to all incoming students, faculty, and staff.

Attached as Exhibit A is the following document relating to Section 10a-55m(f)(1):

- Yale Sexual Misconduct Policies and Related Definitions – version applicable to the period January 1, 2015 through December 31, 2015

Victim's Rights and Options

The University provides written notification (see Exhibit B) of rights, options, and resources to all victims of sexual assault, intimate partner violence, and stalking. All Title IX coordinators, members of the Yale Police Department, and the Chair and Secretary of the University-Wide Committee on Sexual Misconduct ("UWC", the University's internal disciplinary board for complaints of sexual misconduct) are trained to provide this document to anyone reporting an incident of sexual misconduct.

Attached as Exhibit B is the following document relating to Section 10a-55m(f)(2):

- Yale handout *Promoting a Campus Free of Sexual Misconduct*, current version (last updated August 2014)

Prevention, Awareness, and Risk Reduction Programs

The University provides prevention, awareness, and risk reduction programming to the Yale community through a number of venues, including orientation sessions, topic-specific seminars, departmental meetings, electronic communications, and the Sexual Misconduct Response website (<http://smr.yale.edu>).

Prominent among these efforts is the Communication and Consent Educators (“CCEs”) program in Yale College. The CCEs are a diverse group of approximately fifty undergraduates who work with the Assistant Dean of Student Affairs of Yale College to foster a positive sexual climate. Much of CCE programming—most particularly, the freshman and sophomore training—focuses on preventing and responding to sexual violence. The CCEs’ approach is directed at effecting positive culture change and working with a range of student groups and communities to create spaces and structures for more respectful, supportive behaviors. Information about the CCE program is available at <http://cce.yalecollege.yale.edu/>.

The University’s Title IX Steering Committee, composed of the leaders of the campus offices responsible for implementing Yale’s programs to address sexual misconduct and other senior administrators from throughout the University, oversees the progress of Yale’s Title IX initiatives, including identifying and deploying effective measures to prevent and address sexual misconduct. Since 2013, the University has convened undergraduate and graduate and professional student advisory boards to inform the Title IX Steering Committee about students’ perspectives on the University’s Title IX programs and to assist the Title IX Steering Committee in the development of student education and prevention initiatives.

Attached as Exhibit C is the following relating to Section 10a-55m(f)(3):

- A chart describing the prevention, awareness, and risk reduction programs conducted at Yale during calendar year 2015. The list of programs is extensive; should you wish further details regarding any of the programs listed, please let me know.

Prevention and Awareness Campaigns

Since January of 2012, in an effort to provide greater transparency regarding Yale’s complaint procedures and to raise community awareness about the prevalence and

nature of complaints that come to the University's attention, the University Title IX Coordinator has published semi-annual reports containing statistical and descriptive summaries of the complaints brought forward and actions taken by the University to address them during the previous six-month period. All semi-annual reports are available at <http://provost.yale.edu/title-ix/reports>.

Many of the programs discussed in the previous section are incorporated into the University's ongoing prevention and awareness campaigns. For example, the CCEs work throughout the school year across all classes of undergraduates to foster a positive sexual climate on campus. Yale distributes the booklet "Preventing and Responding to Sexual Misconduct", including information about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws, broadly across campus. The booklet was also distributed in August 2015 by email to all members of the Yale community and is available at <http://smr.yale.edu>.

In addition, in April 2015, Yale students participated in the Association of American Universities' (AAU) 2015 Campus Climate Survey on Sexual Assault and Sexual Misconduct, a quantitative survey of students' experiences of sexual misconduct and campus climate. This survey, which was offered to students at 27 colleges and universities, was organized by AAU and conducted by Westat, a nationally recognized research organization. Yale published the findings from this survey in September 2015 (see <http://provost.yale.edu/title-ix/yale-report-aau-campus-climate-survey>) and, since that time, the University Title IX Coordinator has worked with university leadership to create and implement numerous opportunities for the community to engage in meaningful discussions about the findings of this survey and to identify potential next steps to address and prevent sexual misconduct.

Attached as Exhibit D is the following relating to Section 10a-55m(f)(4):

- A chart describing the awareness campaigns conducted at Yale during calendar year 2015.

Incidences Reported to the Institution

The University provides the following venues for the formal and informal review and resolution of sexual misconduct complaints: the University-Wide Committee on Sexual Misconduct ("UWC"), the Title IX Coordinators, and the Yale Police Department. These offices and officials coordinate their activities closely to facilitate complainants' understanding of, access to and use of support resources and complaint processes.

Attached as Exhibit E is the following relating to Section 10a-55m(f)(5):

- A table displaying the number of incidences of sexual assault, stalking, and intimate partner violence reported to Yale officials during calendar year 2015.

Confidential or Anonymous Reports to the Institution

At Yale, students may make confidential or anonymous reports of sexual misconduct to the Sexual Harassment and Assault Response and Education (“SHARE”) Center. The SHARE Center, which is staffed by trained counselors who are available on a 24/7 basis, provides information, advocacy and support for individuals dealing with sexual misconduct, and conducts broader educational programs for the Yale community. Information about the SHARE Center is available at <http://sharecenter.yale.edu/>.

Attached as Exhibit F is the following relating to Section 10a-55m(f)(6):

- A table displaying the number of confidential or anonymous reports or disclosures reported to Yale University during calendar year 2015.

Disciplinary Cases

At Yale, the University-Wide Committee on Sexual Misconduct (“UWC”) addresses formal disciplinary complaints of sexual misconduct brought by any member of the Yale community in which a student or faculty member is named as a respondent. Information regarding the UWC and its procedures is available at <http://provost.yale.edu/uwc/procedures>.

Complaints against faculty and staff members may also be brought to a Title IX Coordinator, who investigates the complaint and may recommend discipline to the respondent’s supervisor. Complaints against students may also be brought to a Title IX Coordinator for informal resolution; however, these complaints cannot result in disciplinary action against the student, as student discipline must be imposed through a formal process.

Attached as Exhibit G is the following materials to Section 10a-55m(f)(7):

- A table displaying the number of disciplinary cases involving allegations of sexual assault, stalking, or intimate partner violence brought forward during calendar year 2015. This table may include cases that were still pending at the end of 2015.

Attached as Exhibit H is the following relating to Section 10a-55m(f)(8):

- A table displaying the final outcome of all disciplinary cases involving allegations of sexual assault, stalking, or intimate partner violence that were **completed** during calendar year 2015. This table may include cases that were initially brought forward prior to 2015.

If, after your review of this letter and its enclosures, you have any questions please do not hesitate to contact me.

Sincerely yours,



Stephanie S. Spangler, M.D.
Deputy Provost for Health Affairs
and Academic Integrity
Clinical Professor of Obstetrics and Gynecology
University Title IX Coordinator
Yale University

Do you need help now?

Call the **SHARE Center at any time**

Hotline - 203-432-2000
for information, advocacy
and support

In an emergency

If you are in immediate
danger, **call 911**
or **Yale Police**
203-432-4400

RESOURCES

[SHARE Center](#)

[University-Wide Committee
on Sexual Misconduct](#)

[Yale Police Department](#)

[New Haven Police
Department](#)

[Yale Title IX Coordinators](#)

[Walden Peer Counseling](#)

[Definition of Sexual
Misconduct](#)

[Options and Resources for
Faculty, Staff & Postdocs](#)

[Frequently Asked Questions
Regarding Student
Complaints](#)

[Reports of Complaints of
Sexual Misconduct and
Other Related Reports](#)

[Sexual Misconduct
Scenarios](#)

[Sexual Misconduct Response at Yale home](#) | [Definitions of Sexual Misconduct, Consent and Harassment](#)

Definitions of Sexual Misconduct, Consent and Harassment

Sexual Misconduct Policies at Yale

Yale University is committed to maintaining and strengthening an educational, working, and living environment founded on civility and mutual respect. Sexual misconduct is antithetical to the standards and ideals of our community and will not be tolerated.

Yale aims to eradicate sexual misconduct through education, training, clear policies, and serious consequences for violations of these policies. The University's Title IX Coordinator has responsibility for ensuring compliance with Yale's policies regarding sexual misconduct. The [University-Wide Committee on Sexual Misconduct \(UWC\)](#) and [the Title IX coordinators in each school](#) will address allegations of sexual misconduct.

Many forms of sexual misconduct are also prohibited by Connecticut and federal law, including Title IX of the education amendments of 1972, and Connecticut statutes relating to sexual offenses, and could result in civil liability or criminal prosecution.

Definition of Sexual Misconduct Including Sexual Harassment

Sexual misconduct incorporates a range of behaviors including rape, sexual assault (which includes any kind of nonconsensual sexual contact), 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.

Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently serious to constitute sexual harassment will constitute sexual misconduct. Making photographs, video, or other visual or auditory recordings of a sexual nature of another person without consent constitutes sexual misconduct, even if the activity documented was consensual. Similarly, sharing such recordings or other sexually harassing electronic communications without consent is a form of sexual misconduct.

Violations of [Yale's Policy on Teacher-Student Consensual Relations](#) are a form of sexual misconduct.

Sexual Harassment

Sexual harassment is a form of sexual misconduct and is antithetical to academic values and to a work environment free from the fact or appearance of coercion. It is a violation of University policy and may result in serious disciplinary action. Sexual harassment consists of nonconsensual 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. Conduct that occurs in the process of application for admission to a program or selection for employment is covered by this policy, as well as conduct directed toward University students, faculty, or staff members. In addition, conduct by third parties (i.e., individuals who are neither students nor employees, including but not limited to guests and consultants) is covered by this policy. Both men and women are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex of the harasser. Sexual harassment is a matter of particular concern to an academic community in which students, faculty, and staff are related by strong bonds of intellectual dependence and trust. If members of the faculty, whether professors or teaching fellows, or other Yale employees, introduce sex into a professional relationship with a student, they abuse their position of authority. See the University's [Policy on Teacher-Student Consensual Relations](#).

Definition of Sexual Consent

Sexual activity requires 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 imply consent to others, nor does past consent to a given act imply present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked 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.

Guidance Regarding Sexual Consent

Consent can only be accurately gauged through direct communication about the decision to engage in sexual activity. Presumptions

based upon contextual factors (such as clothing, alcohol consumption, or dancing) are unwarranted, and should not be considered as evidence for consent.

Although consent does not need to be verbal, verbal communication is the most reliable form of asking for and gauging consent, and you are thus urged to seek consent in verbal form. Talking with sexual partners about desires and limits may seem awkward, but serves as the basis for positive sexual experiences shaped by mutual willingness and respect.

Yale Promoting a Campus Free of Sexual Misconduct

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on civility and 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 will not be tolerated.

What is sexual misconduct?

To read the full version of Yale's sexual misconduct policies and definitions, visit <http://smr.yale.edu>.

Sexual misconduct incorporates a range of behaviors including sexual assault (which includes any kind of nonconsensual sexual contact), 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. Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently serious to constitute sexual harassment will constitute sexual misconduct.

Definition of sexual consent

Sexual activity requires 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 at any time. Consent cannot be obtained by threat, coercion, or force. 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.

If you have experienced sexual misconduct...

Every situation is unique, but you might consider taking the following steps:

- *Ensure your own safety.* If you are in danger or feel unsafe, the Yale Police Department is available 24/7.
- *Seek medical help.* SHARE counselors are prepared to help and to offer information on where to go and what to do. They can help you coordinate medical treatment and evidence collection.
- *Seek emotional support.* Whether you talk to a friend, family member, loved one, or SHARE counselor, talking can help you sort through your situation, emotions, and response.
- *Consider taking action.* Any of the resources listed on this brochure can assist you.

University resources for dealing with sexual misconduct:

- ***SHARE Center***
Sexual Harassment & Assault Response & Education
203-432-2000, 24/7 availability
Confidential or anonymous
<http://sharecenter.yale.edu>
- ***University-Wide Committee on Sexual Misconduct (UWC)***
203-432-4449, 9am – 5pm weekdays
<http://provost.yale.edu/uwc>
- ***Title IX Coordinators***
203-432-4446, 9am – 5pm weekdays
To see the full list of Title IX Coordinators, visit <http://provost.yale.edu/title-ix>
- ***Yale Police Department (YPD)***
203-432-4400, 24/7 availability
<http://publicsafety.yale.edu>

For more information and resources, visit <http://smr.yale.edu>

Title IX Coordinator for Yale University

Stephanie Spangler
Deputy Provost for Health Affairs & Academic Integrity
stephanie.spangler@yale.edu | (203) 432-4446

Yale Know Your Rights and Options

If you are dealing with sexual misconduct and need help understanding your options or simply need to talk to someone, the SHARE Center can offer support.

SHARE Center

203-432-2000
Confidential or anonymous hotline,
24-hour availability
<http://sharecenter.yale.edu>

- Professional, expert help for members of the Yale community who have experienced sexual misconduct
- Coordinates medical treatment and evidence collection
- Assists with contacting police and/or initiating a complaint
- Assists with accessing campus and community resources (see *Accommodations, Interim Measures, and Additional Resources* below)
- Strictly confidential services – anonymous if desired

If you are considering filing a report or complaint, below are your Yale resources.

University-Wide Committee on Sexual Misconduct

203-432-4449
9am – 5pm weekdays
<http://provost.yale.edu/uwc>

- Yale's internal disciplinary committee for complaints of sexual misconduct; handles both formal and informal complaints
- Members include faculty, staff and students; supported by professional, independent fact-finders
- Complainants can discuss options and seek resolution, remedies, and disciplinary action
- Confidential – shares limited information with the University Title IX Coordinator

Title IX Coordinators

203-432-4446
9am – 5pm weekdays
<http://provost.yale.edu/title-ix>

- Reporting to the University Title IX Coordinator, Deputy Title IX Coordinators assigned to Yale College, the Graduate School, each professional school, and faculty and staff
- Inform complainants of criminal and disciplinary options, investigate complaints, and assist with interim measures and remedies
- Take institutional action when necessary
- Confidential – with limited exceptions

Yale Police Department

203-432-4400
24-hour availability
<http://publicsafety.yale.edu>

- Sworn police officers; Sensitive Crimes & Support Coordinator
- Any member of the community may bring a complaint of sexual misconduct to the YPD; the YPD consults on potential complaints without requiring a police report to be filed
- Conducts criminal investigations
- Offers assistance and services to victims, including helping to contact the New Haven Police or other law enforcement agencies and providing information about obtaining and/or enforcing a protective/restraining order through the criminal justice system
- Confidential – shares limited information with the University Title IX Coordinator

Accommodations, Interim Measures, and Additional Resources

If you have experienced sexual misconduct, Yale will take steps to minimize the impact of the incident and to provide a safe educational and work environment. Yale can provide accommodations and interim measures that are responsive to your needs and reasonably available, such as no-contact orders, temporary suspensions, or changes to working, academic, or living arrangements. A Title IX Coordinator will facilitate these measures in collaboration with the UWC, the YPD, SHARE, and Human Resources as applicable.

SHARE staff members and Title IX Coordinators can also assist you with accessing the following campus and community resources:

- Mental Health & Counseling (for students): Yale Health, 203-432-0290.
- Counseling and Support Services (for employees): Magellan Health Services, 1-800-327-9240.
- Sexual assault crisis services: Women & Families Center, 1-888-999-5545.
- Domestic violence services: The Umbrella Center, 203-736-2601.
- Legal services: New Haven Legal Assistance, 203-946-4811.
- Visa and immigration assistance: Yale Office of International Students & Scholars, 203-432-2305.

Program Type	Program Summary	Audience
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources	First year medical students
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources	First year MPH (graduate) students
Orientation	Presentation about the University's sexual misconduct policies, definitions, and resources	First year physician associate students
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources	First-year School of Drama students, special students, special research fellows, and technical interns
Orientation	Available resources at Yale; recognizing and avoiding sexual pressure	Freshman Scholars at Yale students
Orientation	Presentation about the University's sexual misconduct policies, definitions, and resources	Graduate & Professional students
Orientation	Yale Health Services for International Students Orientation	Graduate & Professional students
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws	Incoming Divinity School students
Orientation	Presentation about the University's sexual misconduct policies, definitions, and resources	Incoming first year Law School students
Orientation	Presentation and discussion of sexual misconduct policies and resources with case study for incoming Master's and PhD students	Incoming Graduate School of Arts & Sciences students
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal law, followed by a discussion of sexual misconduct scenarios	Incoming RN students, GEPN students, and PhD and DNP students
Orientation	Presentation about the University's sexual misconduct policies, definitions, and resources	Incoming School of Engineering & Applied Science students
Orientation	Presentation about the University's sexual misconduct policies, definitions, and resources	Incoming School of Medicine students
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources	Law School Dean's Advisors, second and third year Law School student liaisons
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources	MFA students
Orientation	Presentation about the University's sexual misconduct policies, definitions, and resources	Physician Assistant students
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws.	School of Architecture students
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources	School of Engineering & Applied Science students
Orientation	Panel on Student Health	School of Forestry & Environmental Studies students
Orientation	Presentation about the University's sexual misconduct policies, definitions, and resources followed by a scenario based discussion	School of Forestry & Environmental Studies students
Orientation	Presentation about the University's sexual misconduct policies, definitions, and resources	School of Management Executive MBA students

Program Type	Program Summary	Audience
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources as well as the relevant state and federal laws	School of Management students
Orientation	Presentation by Title IX Coordinator about the University's sexual misconduct policies, definitions, and resources	School of Music students
Orientation	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources	Second- and third-year School of Drama students
Orientation	Presentation by the Yale College Deputy Title IX Coordinator about the University's sexual misconduct policies, definitions, and resources	STARS program student attendees
Orientation	Orientation for psychiatry residents and psychology fellows about the University's resources to prevent and respond to sexual misconduct	Yale Mental Health and Counseling trainees
Panel/Workshop	Panel discussion on sexual and social culture at Yale	Admitted students
Panel/Workshop	Myth of Miscommunication Workshop on legibility of sexual consent; recognizing and avoiding sexual pressure	All freshmen students
Panel/Workshop	Take Back the Night Moving Forward: Supporting Yourself, Your Friends and Your Community Workshop	All members of the Yale community
Panel/Workshop	Bystander intervention: knowing when to intervene in problematic situations, especially with regard to sexual assault	All sophomore students
Panel/Workshop	Intervention workshop on the role of the Communication and Consent Educators building a positive sexual culture	Calhoun College Students
Panel/Workshop	Panel discussion on Understanding Yale University's Response to Sexual Violence with the University Title IX Coordinator, Chair of the University-Wide Committee on Sexual Misconduct, Assistant Dean of Students for Yale College, and Director of the SHARE Center	Divinity School students, faculty, and staff
Panel/Workshop	Healthy Relationship Boundaries Workshop on defining relationships, addressing personal boundaries, and creating language to communicate and protect those boundaries also includes information on campus resources	Graduate & Professional students
Panel/Workshop	How to Get the Sex You Want Workshop encourages self-reflection about sexual needs/wants and how to have conversations about needs/wants, i.e. necessary language and communication skills	Graduate & Professional students
Panel/Workshop	The Work of Healthy Relationships Workshop on defining relationships and creating language to communicate; also includes information on campus resources	Graduate & Professional students
Panel/Workshop	Sex and Chocolate: Sexual health and safer sex event; Q&A session and information tables with chocolate treats	Graduate School of Arts & Sciences students

Program Type	Program Summary	Audience
Panel/Workshop	Presentation and Q&A about creating a safe, welcoming space in the classroom for a diversity of students (race, gender, sexuality, etc.); also covered Teacher-Student Consensual Relationship Policy	Graduate students teach language courses to undergraduates
Panel/Workshop	Workshop on building a positive culture; improving community dynamics	LGBTQ students
Panel/Workshop	Intervention workshop on discussing and communicating desire, especially around Valentine's Day	Morse College students
Panel/Workshop	Panel discussion on sexual and social culture at Yale	Parents of admitted students
Panel/Workshop	Recognizing and Respecting Boundaries Workshop	School of Forestry & Environmental Studies international students
Panel/Workshop	Sexual response, sexual assault; taking a patient's sexual history for Midwifery students	School of Nursing students
Panel/Workshop	Workshop on building a positive culture; athlete body image and intimacy; improving community dynamics; gender and athletics	Student athletes
Panel/Workshop	Student Mental Health & Wellness Panel	Undergraduate students
Panel/Workshop	Following a campus newspaper article on alcohol and consent; discussion of drunkenness or incapacitation; clarification of the formal complaint process	Undergraduate students
Panel/Workshop	Walden Peer Counselors Sexual Misconduct/SHARE services	Undergraduate students
Panel/Workshop	Myth of Miscommunication Workshop about legibility of sexual consent; recognizing and avoiding sexual pressure	Yale Summer Session students
Panel/Workshop	Take Back the Night Speakout supporting survivors of sexual misconduct; building a positive culture	Yale University students
Panel/Workshop	Take Back the Night discussion on building a positive culture; improving community dynamics	Yale University students
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	"Yale Today" alumni event
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Af-Am House community
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	AYA
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Captains of varsity athletic teams
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	CCEs
Meeting/Training	Training for responsible employees and staff of summer and study abroad experiences	Center for International & Professional Experience staff

Program Type	Program Summary	Audience
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Coaches of varsity athletic teams
Meeting/Training	Bystander Intervention Workshop for CCEs: Learning how to facilitate the workshop; building intervention skills	Communication and Consent Educators (CCEs)
Meeting/Training	Initial fall training; preparation for freshmen workshops; resource availability; learning about positive campus culture	Communication and Consent Educators (CCEs)
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Cultural center deans
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Deans of student life
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	DGSs
Meeting/Training	This course is required by Connecticut law for any employee or faculty member that supervises another person. It covers the role of the manager/supervisor in sexual harassment situations in the workplace and the policies and practices for resolution. It also includes an overview of both Federal and State laws and recent case decisions on sexual harassment issues so that supervisors understand employer and employee liabilities under the law. All attendees also received information on the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws.	Dining Hall Staff
Meeting/Training	Training on the University's sexual misconduct policies, definitions, and resources	Divinity School students
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	DUSs
Meeting/Training	Presentation about sexual misconduct policies and resources with special attention to Teacher-Student Consensual Relationship Policy for faculty who serve as Directors of Graduate Studies of Master's and PhD programs	Faculty
Meeting/Training	One on one coaching discussion about all aspects of sexual misconduct including the University's policies, definitions, and resources, as well as the relevant state and federal laws	Faculty
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	FAS Astronomy students and faculty
Meeting/Training	Sexual Harassment in the Laboratory and Classroom; information on all forms of sexual misconduct and the University's policies, definitions, and resources relating to sexual misconduct	First year Immunobiology graduate students

Program Type	Program Summary	Audience
Meeting/Training	Sexual Harassment: Issues in the Laboratory and the Classroom; information on all forms of sexual misconduct and the University's policies, definitions, and resources relating to sexual misconduct	First year Molecular Biophysics & Biology graduate students
Meeting/Training	Sexual Harassment: Issues in the Laboratory and the Classroom Public Ethics Courses; information on all forms of sexual misconduct and the University's policies, definitions, and resources	First year Public Health graduate students
Meeting/Training	Myth of Miscommunication Workshop about the legibility of sexual consent; recognizing and avoiding sexual pressure, workshop material discussion	Freshman Counselors
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Freshman counselors and peer liaisons
Meeting/Training	Monthly Graduate & Professional Student Title IX Advisory Board meetings	Graduate & Professional students
Meeting/Training	Presentation about the University's sexual misconduct policies and resources followed by question-and-answer session for graduate housing office resident coordinators	Graduate housing office resident coordinators
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Individual meetings with the deans of the G&P schools
Meeting/Training	Training of Interim Dean of Students on Title IX policies and resources	Interim Divinity Dean of Students
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Kappa Alpha Theta sorority
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	LaCasa community
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Leadership of YCC, GSA, GPSS
Meeting/Training	Two hour session focused on sexual harassment; all attendees receive information on the University's sexual misconduct policies, definitions, and resources as well as relevant state and federal laws	New Managers
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	OISS peer liaisons
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Open session for G&P students (4 sessions)
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Open sessions for undergradates (3 sessions)

Program Type	Program Summary	Audience
Meeting/Training	Incident response; reporting responsibilities; building positive culture; basic intervention skills and scenarios	Pre-orientation Leaders (Harvest, Cultural Connections, Freshmen Outdoor Orientation Trips, and Office of International Studies)
Meeting/Training	Open house presentation by Title IX Coordinator about the University's sexual misconduct policies, definitions, and resources	Prospective School of Architecture students, faculty, and staff
Meeting/Training	Presentation by Title IX Coordinator about the University's sexual misconduct policies, definitions, and resources	Prospective School of Architecture students, faculty, and staff
Meeting/Training	Presentation by Title IX Coordinator and SHARE about the University's sexual misconduct policies, definitions, and resources, as well as the responsibilities of faculty	School of Drama faculty
Meeting/Training	Staff meeting; all attendees received information on the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws	School of Drama staff
Meeting/Training	Dean introduced the School's Title IX Coordinator and explained her responsibilities regarding discrimination or sexual misconduct matters at the School of Drama	School of Drama students, faculty, and staff
Meeting/Training	Presentation at faculty meeting; all attendees received information on the University's sexual misconduct policies, definitions, and resources, as well as relevant state and federal laws	School of Forestry & Environmental Studies faculty
Meeting/Training	Staff meeting presentation by Title IX Coordinator; Presentation at faculty meeting; all attendees received information on the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws	School of Forestry & Environmental Studies staff members
Meeting/Training	Training on the University's sexual misconduct policies, definitions, resources, and reporting requirements as well as interacting with victims of sexual misconduct	School of Nursing Faculty and Staff - Acute Care Division
Meeting/Training	Training on the University's sexual misconduct policies, definitions, resources, and reporting requirements as well as interacting with victims of sexual misconduct	School of Nursing Faculty and Staff - Primary Care Division
Meeting/Training	Training on the University's sexual misconduct policies, definitions, and resources	School of Nursing first year PhD students
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	SHARE staff
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Slifka Center community

Program Type	Program Summary	Audience
Meeting/Training	This training is required by Connecticut law for any employee or faculty member that supervises another person. It covers the role of the manager/supervisor in sexual harassment situations in the workplace and the policies and practices for resolution. It also includes an overview of both Federal and State laws and recent case decisions on sexual harassment issues so that supervisors understand employer and employee liabilities under the law. All attendees also receive information on the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws.	Supervisors
Meeting/Training	Monthly Title IX Coordinator meetings/trainings	Title IX Coordinators
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Title IX Coordinators
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Title IX student advisory boards
Meeting/Training	LGBTQ Peer Liaisons Training	Undergraduate students
Meeting/Training	Sexual Literacy Forum (SeLF) Meeting	Undergraduate students
Meeting/Training	Healthy Relationships Workshop for Walden Peer Counselors on defining relationships and creating language to communicate; also includes information on campus resources	Undergraduate students
Meeting/Training	Freshmen Counselor Training	Undergraduate students
Meeting/Training	Communication & Consent Educator Training	Undergraduate students
Meeting/Training	Walden Peer Counseling Training	Undergraduate students
Meeting/Training	Weekly meetings throughout fall semester with Walden Peer Counselors	Undergraduate students
Meeting/Training	Weekly planning meetings for Take Back the Night throughout spring semester	Undergraduate students
Meeting/Training	Monthly Undergraduate Title IX Advisory Board meetings	Undergraduate students
Meeting/Training	Monthly Safety Net meetings throughout fall semester	Undergraduate students, faculty, and staff
Meeting/Training	Bi-weekly Title IX Steering meetings	University administration and leaderships
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	University Cabinet
Meeting/Training	University's obligations under Title IX; University's regulations regarding sexual misconduct; relevant resources available on campus; UWC procedures, including accepting, processing and investigating complaints of sexual misconduct; the importance of confidentiality, fair process, impartiality, applicable legal standards; review of scenarios and penalties; and interviewing and investigations	University-wide Committee members and Title IX Coordinators
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	UWC members and advisors

Program Type	Program Summary	Audience
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Women's Center board
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Yale Black Men's Union
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Yale Black Women's Coalition
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Yale College Dean's student advisory board
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Yale Faith in Action
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Yale parents and families (Family Weekend panel)
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	Yale Police Department
Meeting/Training	Discussion of role of the Communications and Consent Educators; creating positive culture	Yale University-wide Committee
Meeting/Training	Creating positive culture; consent; relationships and intimacy; gender and sexuality	Yale Visiting International Student Program Peer Liaisons
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	YCDO deans, heads of college, residential college deans
Meeting/Training	AAU Campus Sexual Climate Survey: discussion of the results from the survey; review of Yale resources; discussion of potential next steps	YCDO Student Affairs leadership team
Email	Email about the University's sexual misconduct resources	All School of Medicine students, years 1-5
Email	Academic Dean's Annual Letter to Core Faculty included paragraph about sexual misconduct ("Yale University is committed to maintaining and strengthening...")	Divinity core faculty
Email	Email with Law School policies and grievances procedures, including information about sexual misconduct	Law School students with copies to faculty and staff
Email	Email with the University's sexual misconduct policies and resources	Law School faculty and staff
Email	Email about the University's sexual misconduct policies and resources	Law School students
Email	Email with Law School policies and grievances procedures, including information about sexual misconduct	Law School students with copies to faculty and staff
Information Fair	Information table at Yale Safer Sex Fiesta	All members of the Yale community
Information Fair	Information table at Graduate School Health & Wellness Fair	Graduate & Professional students
Information Fair	Table at the Graduate Information Fair	Graduate & Professional students

Program Type	Program Summary	Audience
Information Fair	Information table at Women in Science Information Fair; provided information about the University's sexual misconduct policies and resources	Graduate & Professional students
Information Fair	Information table at Women Students' Welcome; provided information about the University's sexual misconduct policies and resources	Incoming graduate women
Information Fair	Information table at Law School Mental Health and Wellness Fair	Law School students
Information Fair	Table at Freshmen Move-In Day	Undergraduate students & their families

Prevention and Awareness Campaigns

The table below details the sexual assault, stalking and intimate partner violence prevention and awareness campaigns conducted at Yale University during calendar year 2015.

Campaign	Summary	Type
Communication and Consent Educators	<p>The Communication and Consent Educators (CCEs) are a large, diverse group of undergraduates working together to foster a more positive sexual and social climate on campus. Through workshops, trainings, and conversations, the CCEs help students identify troubling peer dynamics and develop skills for effective interventions. Information about the CCE program is available at http://cce.yalecollege.yale.edu/.</p> <p>Also see Exhibit C for information about the specific programming efforts of the CCEs.</p>	<p>Meetings/Trainings Panels/Workshops Social Media</p>
Booklet, "Preventing and Responding to Sexual Misconduct"	<p>Distributed in printed format at orientations, meetings/trainings, and panels/workshops, this booklet includes the University's sexual misconduct policies, definitions, and resources, as well as the relevant state and federal laws. It was also distributed in August 2015 by email to all members of the Yale community and is available at http://smr.yale.edu.</p>	<p>Electronic Communications Flyers/Posters</p>
AAU Campus Sexual Climate Survey	<p>Administered during April 2015, this survey was offered to all students and asked individuals to report their experiences at Yale with regard to a range of behaviors, including sexual assault, intimate partner violence, and stalking.</p> <p>Results of the survey were published to the entire Yale community in September 2015 and the University Title IX Coordinator led dozens of meetings throughout the community to discuss the results and to identify ways to improve the campus climate.</p>	<p>Meetings/Trainings Panels</p>

	Also see Exhibit C for information about the specific programming efforts related to the AAU Survey.	
Semi-annual Reports of Complaints of Sexual Conduct	Distributed semi-annually by email to all members of the Yale community, the <i>Report of Complaints of Sexual Misconduct</i> presents information about complaints of sexual misconduct brought to the attention of University officials for each six-month period. These reports are prepared by the University Title IX Coordinator and are intended to raise the awareness of the Yale community to the prevalence of sexual misconduct. These reports includes both statistical summaries as well as descriptive summaries of individual complaints. All semi-annual reports are available at http://provost.yale.edu/title-ix/reports .	Electronic Communications
Responsible employee notification	Annual notification to faculty members and administrators regarding their responsibilities for responding to a report of sexual misconduct as well as reporting the allegations to a Title IX Coordinator.	Electronic Communications

Incidences Reported to the Institution

The table below shows the number of incidences of sexual assault, stalking and intimate partner violence reported to Yale University's Title IX Coordinators, the University-Wide Committee on Sexual Misconduct, and the Yale Police Department during calendar year 2015. In some cases, the complainant may have reported the same incidence to multiple campus resources. For reporting purposes, the incidence is only counted once in the table below.

Category of Sexual Misconduct	Number of Incidences
<u>Sexual Assault</u>	39
<u>Stalking</u>	17
<u>Intimate Partner Violence</u>	4
Total	60

Confidential or Anonymous Reports to the Institution

The table below shows the number of confidential or anonymous reports or disclosures related to sexual assault, staking and intimate partner violence made to Yale University during calendar year 2015. A complainant may report to multiple campus resources; therefore, some of these reports may also be included in those documented in Exhibit E.

Category of Sexual Misconduct	Number of Reports or Disclosures
<u>Sexual Assault</u>	32
<u>Stalking</u>	5
<u>Intimate Partner Violence</u>	7
Total	44

Disciplinary Cases

The table listed below shows the number of disciplinary cases at Yale University involving allegations of sexual assault, stalking and intimate partner violence. All of these disciplinary cases were brought to the [University-Wide Committee on Sexual Misconduct](#), the University's internal disciplinary committee for cases of sexual misconduct, or a Title IX Coordinator during calendar year 2015.

Category of Sexual Misconduct	Number of Cases
Sexual Assault	8
Stalking	0
Intimate Partner Violence	0
Total	8

Disciplinary Cases

The table below includes excerpts from Yale University's semi-annual Reports on Complaints of Sexual Misconduct (available at <http://provost.yale.edu/title-ix/reports>), which detail the disciplinary cases brought forward to the University involving allegations of sexual assault, stalking and intimate partner violence. This table includes the final outcome of all disciplinary cases that were completed during calendar year 2015, some of which may have been initiated prior to 2015, including the outcome of any appeals of such final outcome. NOTE: the number of disciplinary cases reported in Exhibit G will not reflect the same number of cases reported here.

<i>During calendar year 2015 there were 5 new complaints brought forward to the University-wide Committee on Sexual Misconduct or a Title IX Coordinator involving allegations of sexual assault, stalking or intimate partner violence that resulted in discipline. Listed below are the details and outcomes of those cases. In addition, there were 4 cases initiated prior to 2015 that were completed during 2015. The details and outcomes of these cases are also listed below.</i>			
Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual harassment and sexual touching without consent . The complaint was withdrawn.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual harassment and sexual penetration without consent . The UWC found sufficient evidence to support the allegation of nonconsensual sexual activity and sexual harassment. The respondent was placed on probation and received a written reprimand.
Yale College Student	Yale College Student	Sexual assault	A Title IX Coordinator brought a formal complaint alleging that a YC student engaged in sexual penetration with another YC student without consent . The UWC found sufficient evidence to support the allegation. The respondent was expelled.
Yale College Student	Yale College Student	Sexual assault	A Title IX Coordinator brought a formal complaint alleging that a YC student engaged in sexual touching without consent . The UWC did not find sufficient evidence to support the allegation. No-contact restrictions, which were imposed as an interim measure during the proceedings, were continued.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual activity without consent , violated a voluntary no-contact arrangement and breached the expectation of confidentiality of UWC proceedings. The UWC found sufficient evidence to support the allegation of nonconsensual sexual activity. The respondent was reprimanded, was restricted from participating in certain campus activities, and was referred for training on sexual consent. No-contact restrictions were continued.
Yale College Student	Yale College Student	Sexual assault	A YC student alleged that another YC student engaged in sexual activity without consent . This complaint was brought by the respondent following the adjudication of the original complaint. The UWC found no factual basis for the respondent's complaint and therefore did not accept jurisdiction.

During calendar year 2015 there were 5 new complaints brought forward to the University-wide Committee on Sexual Misconduct or a Title IX Coordinator involving allegations of sexual assault, stalking or intimate partner violence that resulted in discipline. Listed below are the details and outcomes of those cases. In addition, there were 4 cases initiated prior to 2015 that were completed during 2015. The details and outcomes of these cases are also listed below.

Complainant	Respondent	Category of Misconduct Reported	Description/Actions Taken
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A Title IX Coordinator brought a formal complaint alleging that a G&P student engaged in sexual penetration of another G&P student without consent . The UWC found sufficient evidence to support the allegation. The respondent was suspended for six months until January 1, 2016 and was referred for training on sexual consent.
Graduate & Professional Student	Yale College Student	Sexual assault	A G&P student alleged that a YC student engaged in sexual penetration without consent . The UWC did not find sufficient evidence to support the allegation.
Graduate & Professional Student	Graduate & Professional Student	Sexual assault	A G&P student alleged that another G&P student engaged in sexual penetration without consent . The UWC did not find sufficient evidence to support the allegation.