Yale School of Management
Sexual Misconduct Survey
Results
2021
SURVEY OVERVIEW

• HISTORY

• APPROACH

• RESULTS

• QUESTIONS
YALE SOM SEXUAL MISCONDUCT SURVEY

SURVEY HISTORY

• INITIAL AAU SURVEY  
  Spring 2015

• UNIVERSITY-WIDE RESULTS  
  Fall 2015

• YALE SOM TOWN HALL  
  Spring 2016
  ➢ Lots of context questions about what’s “behind” the numbers (e.g., location, relationships, settings)

• INITIAL YALE SOM SURVEY  
  Spring 2017
SURVEY HISTORY

• **SECOND AAU SURVEY**  
  
  ➢ Yale adopts key *context* questions in AAU survey  

• **UNIVERSITY-WIDE RESULTS**  
  
  ➢ Yale publishes SOM specific results in data tables  

• **SECOND YALE SOM SURVEY**  
  
  Spring 2021
SURVEY APPROACH

• YALE SOM SURVEY (2021)

✓ Student input in survey design
✓ Focused on most prevalent types of sexual misconduct
  1) Sexual harassment
  2) Stalking
✓ Surveyed students across all degree programs
✓ 60% response rate (from 1026 invited)
SURVEY APPROACH

• CATEGORY QUESTIONS (five)
  E.g., Since you have been a student at Yale SOM, has someone made sexual remarks or told jokes or stories that were insulting or offensive to you?

• CONTEXT QUESTIONS (eight)
  E.g., At the time of the behavior, how was the person or people who committed the behavior affiliated with Yale?

• ASSESSMENT QUESTIONS (six)
  E.g., Do you feel equipped to intervene in the situations listed below [categories 1 - 5] as an active bystander?
SURVEY APPROACH

• NOMENCLATURE

➢ **Incident**: *a cite by one student of sexual misconduct for a given category (1 - 5)*

➢ An individual respondent may cite more than one incident of sexual misconduct (up to 5)

➢ The survey further inquires about frequency within cited categories, per respondent
SURVEY RESULTS

• STUDENT RESPONSE \((n = 606, 60\%)\)

- 151 students cited at least one incident \((25\% \text{ of respondents})\)
- 37\% of women respondents and 13\% of men cited at least one incident
- 39\% of those identifying as other than “Heterosexual or straight” cited at least one incident
SURVEY RESULTS

• % REPORTING BY INCIDENT COUNT \((n = 151)\)

- E.g., **32%** of those citing an incident cited 2 (of 5)
SURVEY RESULTS

- **INCIDENTS** \((n = 246)\)
  - 246 incidents cited across 5 categories of behavior
  - 77% of incidents occurred within categories 1 or 2

- **Category 1**: made sexual remarks or told jokes or stories that were insulting or offensive
  - 33%

- **Category 2**: made inappropriate comments about your or someone else's body, identity, etc.
  - 7%

- **Category 3**: made crude sexual remarks or tried to get you to talk about sexual matters
  - 6%

- **Category 4**: continued to contact you, ask you to go out, etc. (even though you declined)
  - 10%

- **Category 5**: watched, contacted, pursued you in a way that was unwanted/uncomfortable
  - 44%
• AFFILIATION OF PERSON(S) IDENTIFIED BY STUDENTS CITING AN INCIDENT

➢ 73% Yale student(s)
SURVEY RESULTS

• LOCATION(S) IDENTIFIED BY STUDENTS CITING AN INCIDENT
  ➢ 57% Off-campus
  ➢ 43% On-campus
  ➢ 90% In New Haven (on or off campus)
  ➢ 27% In Evans Hall
SURVEY RESULTS

• CONTEXT(S) IDENTIFIED BY STUDENTS CITING AN INCIDENT
  ➢ 56% Social event/gathering (on or off campus)
  ➢ 16% Yale SOM course
  ➢ 9% Learning team/study group
  ➢ 62% In-person
  ➢ 20% Virtual
  ➢ 18% Both
SURVEY RESULTS

• STUDENTS CITING AN INCIDENT WHO TOLD OTHERS
  ➢ Of total incidents ($n = 246$), 41% “did not tell anyone” about their experience(s)
  ➢ Principal reason for not telling anyone: “I did not think it was serious enough...” (39%)
  ➢ Other 61% include:
    15% “I did not think anything would be done”
    13% “I feared negative social consequences”
    9% “I did not want the person to get into trouble”
SURVEY RESULTS

• AWARENESS & PREPAREDNESS

➢ 68% of respondents report being aware of SHARE Center at Yale for support options and resources

➢ 62% of respondents felt equipped to intervene as an active bystander (answered 4 or 5 on 5-point scale) across the 5 categories of behavior

➢ The highest level of preparedness was observed in category 2 (68%) and lowest in category 5 (55%)
MOVING FORWARD

• NEXT STEPS

➢ Yale SOM’s **Title IX Working Group** will host follow-up sessions to discuss results and consider interventions—open to all SOM students

➢ [https://groups.som.yale.edu/titleix/home/](https://groups.som.yale.edu/titleix/home/)

➢ ???
### YALE SOM SEXUAL MISCONDUCT SURVEY

#### Addendum: Survey Summary

<table>
<thead>
<tr>
<th>Program</th>
<th>#</th>
<th>%</th>
<th>Race</th>
<th>Gender</th>
<th>#</th>
<th>%</th>
<th>Orientation</th>
<th>#</th>
<th>%</th>
<th>Citizens</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA, 1st year</td>
<td>228</td>
<td>32%</td>
<td>White</td>
<td>Men</td>
<td>269</td>
<td>44%</td>
<td>Heterosexual or straight</td>
<td>528</td>
<td>65%</td>
<td>Yes</td>
<td>402</td>
<td>67%</td>
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<tr>
<td>MBA, 2nd year</td>
<td>196</td>
<td>32%</td>
<td>Asian</td>
<td>Woman</td>
<td>269</td>
<td>44%</td>
<td>Bisexual</td>
<td>28</td>
<td>5%</td>
<td>No</td>
<td>196</td>
<td>32%</td>
</tr>
<tr>
<td>MAM</td>
<td>46</td>
<td>8%</td>
<td>Other/Declined to answer</td>
<td>Woman</td>
<td>46</td>
<td>8%</td>
<td>Gay or lesbian</td>
<td>32</td>
<td>4%</td>
<td>Declined to answer</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>MGS (all programs)</td>
<td>83</td>
<td>7%</td>
<td>Hispanic Latino</td>
<td>Men</td>
<td>83</td>
<td>7%</td>
<td>Other/Declined to answer</td>
<td>18</td>
<td>3%</td>
<td>Questioning</td>
<td>10</td>
<td>2%</td>
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<tr>
<td>MBA for Executives, 1st year</td>
<td>88</td>
<td>8%</td>
<td>Black or African American</td>
<td>Woman</td>
<td>88</td>
<td>8%</td>
<td>Other/Declined to answer</td>
<td>18</td>
<td>3%</td>
<td>Questioning</td>
<td>10</td>
<td>2%</td>
</tr>
<tr>
<td>MBA for Executives, 2nd year</td>
<td>32</td>
<td>5%</td>
<td></td>
<td></td>
<td>32</td>
<td>5%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PhD</td>
<td>25</td>
<td>4%</td>
<td></td>
<td></td>
<td>25</td>
<td>4%</td>
<td></td>
<td></td>
<td></td>
<td></td>
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#### INCIDENTS CRED BY CATEGORY

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<th>Category 1</th>
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<th>%</th>
<th>Category 2</th>
<th>#</th>
<th>%</th>
<th>Category 3</th>
<th>#</th>
<th>%</th>
<th>Category 4</th>
<th>#</th>
<th>%</th>
<th>Category 5</th>
<th>#</th>
<th>%</th>
<th>Total</th>
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<tr>
<td>No</td>
<td>524</td>
<td>68%</td>
<td>No</td>
<td>490</td>
<td>61%</td>
<td>No</td>
<td>579</td>
<td>66%</td>
<td>No</td>
<td>582</td>
<td>66%</td>
<td>No</td>
<td>570</td>
<td>94%</td>
<td>7295</td>
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<tr>
<td>Yes</td>
<td>80</td>
<td>12%</td>
<td>Yes</td>
<td>109</td>
<td>14%</td>
<td>Yes</td>
<td>18</td>
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<td>Yes</td>
<td>14</td>
<td>2%</td>
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<td>35</td>
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<td>Declined to answer</td>
<td>7</td>
<td>1%</td>
<td>Declined to answer</td>
<td>19</td>
<td>2%</td>
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<td>10</td>
<td>2%</td>
<td>Declined to answer</td>
<td>11</td>
<td>2%</td>
<td>99</td>
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#### INCIDENT DEMOGRAPHICS BY CATEGORY

<table>
<thead>
<tr>
<th>Program</th>
<th>#</th>
<th>%</th>
<th>Race</th>
<th>Gender</th>
<th>#</th>
<th>%</th>
<th>Orientation</th>
<th>#</th>
<th>%</th>
<th>Citizens</th>
<th>#</th>
<th>%</th>
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<tbody>
<tr>
<td>MBA, 1st year</td>
<td>155</td>
<td>65%</td>
<td>White</td>
<td>Men</td>
<td>165</td>
<td>65%</td>
<td>Heterosexual or straight</td>
<td>188</td>
<td>76%</td>
<td>Yes</td>
<td>202</td>
<td>81%</td>
</tr>
<tr>
<td>MBA, 2nd year</td>
<td>64</td>
<td>56%</td>
<td>Asian</td>
<td>Woman</td>
<td>60</td>
<td>34%</td>
<td>Bisexual</td>
<td>25</td>
<td>10%</td>
<td>No</td>
<td>40</td>
<td>36%</td>
</tr>
<tr>
<td>MGS</td>
<td>12</td>
<td>5%</td>
<td>Other</td>
<td>Nonbinary or genderqueer</td>
<td>10</td>
<td>4%</td>
<td>Gay or lesbian</td>
<td>12</td>
<td>5%</td>
<td>Declined to answer</td>
<td>6</td>
<td>2%</td>
</tr>
<tr>
<td>MBA for Executives, 1st year</td>
<td>12</td>
<td>5%</td>
<td>Hispanic Latino</td>
<td>Men</td>
<td>13</td>
<td>5%</td>
<td>Declined to answer</td>
<td>6</td>
<td>2%</td>
<td>Declined to answer</td>
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<tr>
<td>MBA for Executives, 2nd year</td>
<td>2</td>
<td>1%</td>
<td>Other</td>
<td>Other</td>
<td>2</td>
<td>1%</td>
<td>Questioning</td>
<td>3</td>
<td>1%</td>
<td>Other</td>
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<td>2%</td>
</tr>
<tr>
<td>PhD</td>
<td>5</td>
<td>3%</td>
<td>Other</td>
<td>Other</td>
<td>5</td>
<td>3%</td>
<td>Questioning</td>
<td>3</td>
<td>1%</td>
<td>Other</td>
<td>5</td>
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<td>100%</td>
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<td>100%</td>
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<td>100%</td>
<td>246</td>
<td>100%</td>
<td>246</td>
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#### SHARE AWARENESS & RESPONSIVE

<table>
<thead>
<tr>
<th>Program</th>
<th>#</th>
<th>%</th>
<th>Contact for Incident</th>
<th>#</th>
<th>%</th>
<th>Reason for Not Telling Anyone</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA, 1st year</td>
<td>411</td>
<td>68%</td>
<td>Told Someone</td>
<td>151</td>
<td>96%</td>
<td>Did not think it was serious enough to report</td>
<td>68</td>
<td>80%</td>
</tr>
<tr>
<td>MBA, 2nd year</td>
<td>192</td>
<td>32%</td>
<td>Did not tell anyone</td>
<td>104</td>
<td>43%</td>
<td>Did not think anything would be done</td>
<td>23</td>
<td>13%</td>
</tr>
<tr>
<td>MGS</td>
<td>20</td>
<td>5%</td>
<td>Declined to answer</td>
<td>3</td>
<td>0%</td>
<td>Fears negative social consequences</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>MBA for Executives, 1st year</td>
<td>10</td>
<td>3%</td>
<td>Fears negative social consequences</td>
<td>5</td>
<td>2%</td>
<td>Did not want the person to get into trouble</td>
<td>15</td>
<td>9%</td>
</tr>
<tr>
<td>MBA for Executives, 2nd year</td>
<td>1</td>
<td>0%</td>
<td>Fears negative social consequences</td>
<td>1</td>
<td>0%</td>
<td>Incident not on campus or associated with Yale</td>
<td>11</td>
<td>0%</td>
</tr>
<tr>
<td>PhD</td>
<td>1</td>
<td>0%</td>
<td>Fears negative social consequences</td>
<td>1</td>
<td>0%</td>
<td>Did not think anyone would believe me</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>606</td>
<td>100%</td>
<td>255</td>
<td>100%</td>
<td>176</td>
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#### BYSTANDER PREPARATION (by category)

<table>
<thead>
<tr>
<th>Category 1</th>
<th>#</th>
<th>%</th>
<th>Category 2</th>
<th>#</th>
<th>%</th>
<th>Category 3</th>
<th>#</th>
<th>%</th>
<th>Category 4</th>
<th>#</th>
<th>%</th>
<th>Category 5</th>
<th>#</th>
<th>%</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>34</td>
<td>7%</td>
<td>Yes, not at all</td>
<td>34</td>
<td>7%</td>
<td>Yes, not at all</td>
<td>34</td>
<td>7%</td>
<td>Yes, not at all</td>
<td>34</td>
<td>7%</td>
<td>Yes, not at all</td>
<td>34</td>
<td>7%</td>
<td>188</td>
</tr>
<tr>
<td>Yes</td>
<td>2</td>
<td>1%</td>
<td>No, not at all</td>
<td>2</td>
<td>1%</td>
<td>No, not at all</td>
<td>2</td>
<td>1%</td>
<td>No, not at all</td>
<td>2</td>
<td>1%</td>
<td>No, not at all</td>
<td>2</td>
<td>1%</td>
<td>4</td>
</tr>
<tr>
<td>Declined to answer</td>
<td>1</td>
<td>0%</td>
<td>Declined to answer</td>
<td>1</td>
<td>0%</td>
<td>Declined to answer</td>
<td>1</td>
<td>0%</td>
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<td>1</td>
<td>0%</td>
<td>Declined to answer</td>
<td>1</td>
<td>0%</td>
<td>1</td>
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<tr>
<td><strong>Total</strong></td>
<td>8</td>
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<td>8</td>
<td>0%</td>
<td>8</td>
<td>0%</td>
<td>19</td>
</tr>
</tbody>
</table>

> Please note: The table above represents a summary of the survey data, indicating the demographics, incidents, and responses categorized by various programs and responses. For a comprehensive understanding, the full survey data should be reviewed.