Title IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.
Yale University 2015 AAU campus climate survey on sexual misconduct

• 27 participating members institutions of Association of American Universities

• Spring 2015 survey of students asked:
  – incidence sexual misconduct
    • assault
    • harassment
    • intimate partner violence
    • stalking
  – campus climate
  – knowledge of campus resources
Yale community is engaged and aware

- 82% of students recall provision of relevant information at orientation (vs 49% AAU aggregate)
- High rates of familiarity with Yale resources

What did we learn?

Percentage of students responding to survey

<table>
<thead>
<tr>
<th></th>
<th>All Students</th>
<th>Women</th>
<th>Men</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yale Undergraduate</td>
<td>51.8%</td>
<td>61.8%</td>
<td>49.5%</td>
<td>54.1%</td>
<td>43.6%</td>
</tr>
<tr>
<td>Yale G&amp;P</td>
<td>19.3%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Sexual assault

• Two Categories of Behavior
  – Penetration/Oral Sex
  – Sexual touching

• Four Tactics
  – Force/Threat of Force
  – Incapacitation
  – Coercion
  – Absence of Affirmative Consent

All such behaviors constitute sexual assault under Yale policy.
Percentage of respondents reporting sexual assault, since entering Yale, by any tactic

- SOM Students: 8.2%
- All Yale G&P Students: 8.6%
- All Yale Students: 16.1%
Sexual assault by behavior

Percentage of respondents reporting penetration / oral sex and sexual touching, since entering Yale, by any tactic

Yale SCHOOL OF MANAGEMENT
Sexual assault by gender

Sexual Assault - Any Tactic
(Since entering college or current program)

Percent of Students

Undergraduate Students
Women: 38.8%
Men: 11.7%
Other Genders: 13.3%

Graduate and Professional
Women: 37.8%
Men: 3.9%
Other Genders: 17.7%
Sexual harassment

Behaviors:
1. Sexual remarks, jokes, or stories that are insulting or offensive
2. Inappropriate or offensive comments about your or someone else’s body, appearance or sexual activities
3. Said crude or gross sexual things or tried to get you to talk about sexual matters when you didn’t want to
4. Transmitted offensive sexual remarks, jokes, stories, pictures or videos to you that you didn’t want
5. Continued to ask you to go out, get dinner, have drinks or have sex even though you said, “No”

With result that:
– Interfered with academic or professional performances
– Limited participation in an academic program
– Created an intimidating, hostile or offensive social, academic or work environment.
Sexual harassment by behavior

Percentage of respondents reporting incidents of sexual harassment since entering Yale

- Sexual remarks, jokes, or stories that are insulting or offensive
- Inappropriate comments regarding body, appearance, or sexual activity
- Crude language or unwanted attempt to talk about sexual matters
- Transmission of offensive sexual remarks, photos, or videos
- Continued request to go out or have sex despite refusal

SOM students
All Yale G&P students
All Yale students

Yale SCHOOL OF MANAGEMENT
Sexual harassment by gender

Yale AAU

Percent of students

47.7
55.1%
84.2%
74.0%
53.9%
38.2%
78.0%

Sexual harassment by gender

Yale School of Management
Reporting of sexual assault to the University

Sexual Assault

- Force: 27.4%
- Incapacitation: 17.9%
- Force: 6.8%
- Incapacitation: 5.8%
University resources

Title IX Coordinators

University-Wide Committee

Yale Police Department

SHARE Center

Yale SCHOOL OF MANAGEMENT
Semi-annual report of complaints of sexual misconduct

Statistical Summary of Complaints

The statistics below include all complaints of sexual misconduct brought forward within this reporting period (July 1 – December 31, 2013), regardless of when the alleged events occurred. The complaints of sexual misconduct are sorted into broad categories (e.g., sexual assault, intimate partner violence, sexual harassment) based on the complainant’s allegations. Complaints involving more than one allegation of sexual misconduct are listed only once. The complainant is the person who reported having experienced misconduct, or (in the case of third-party complaints) the person who is reported to have experienced it. The respondent is the person (or persons) alleged to have committed the misconduct.

Chart 1. Sexual Misconduct Complaints by Complainant Affiliation

<table>
<thead>
<tr>
<th>Complainant Affiliation</th>
<th>Undocumented</th>
<th>DACA</th>
<th>Staff</th>
<th>Postdoc</th>
<th>Faculty</th>
<th>Other Yale Affiliates</th>
<th>Non-Yale</th>
<th>Unknown</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>6</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>9</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>16</td>
<td>13</td>
<td>11</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>40</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>20</td>
<td>11</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>5</td>
<td>3</td>
<td>70</td>
</tr>
</tbody>
</table>

Chart 2. Sexual Misconduct Complaints by Respondent Affiliation

<table>
<thead>
<tr>
<th>Respondent Affiliation</th>
<th>Undocumented</th>
<th>DACA</th>
<th>Staff</th>
<th>Postdoc</th>
<th>Faculty</th>
<th>Other Yale Affiliates</th>
<th>Non-Yale</th>
<th>Unknown</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>11</td>
</tr>
<tr>
<td>Intimate Partner Violence</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>14</td>
<td>7</td>
<td>11</td>
<td>0</td>
<td>6</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>43</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>11</td>
<td>12</td>
<td>1</td>
<td>8</td>
<td>3</td>
<td>9</td>
<td>1</td>
<td>70</td>
</tr>
</tbody>
</table>

Descriptive Summaries of Complaints

The descriptive summaries of complaints are organized in tables below according to the office or committee that reviewed and addressed the complaint, i.e., the University-wide Committee on Sexual Misconduct (UWSMC), the Title IX Coordinators, the Yale Police Department (YPD), and Human Resources.

Although a complaint may be brought to multiple venues, each complaint is described only once in this report, based on where the majority of the action took place. The UWSMC, Title IX Coordinators, YPD, and Human Resources routinely collaborate and coordinate their activities to ensure that complaints are resolved promptly and equitably. All reports of sexual misconduct brought to the YPD, for example, are reviewed by the University Title IX Coordinator; similarly, all reports of possible criminal activity brought to the Title IX Coordinators (including those reported via the UWSMC) are shared with the YPD.

In every case, the complainant was provided information about all options, formal and informal, for review of his or her complaint as well as information regarding University resources. In addition, the complainant was provided information about support resources such as the Sexual Harassment and Assault Response & Education Center (SHARE).

University-wide Committee on Sexual Misconduct: Formal Complaints

The following complaints were pursued through formal resolution with the UWSMC. See the UWSMC Procedures for more information.

During this reporting period (July 1 – December 31, 2013), there were 15 formal complaints brought forward to the UWSMC. Of these, 7 were new complaints and are reported in this table. In addition, 2 formal complaints were brought to the UWSMC, which were reported as pending in a previous report, are included below an update.

<table>
<thead>
<tr>
<th>Complainant</th>
<th>Respondent</th>
<th>Category of Misconduct Reported</th>
<th>Description/actions Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yale College Student</td>
<td>Yale College Student</td>
<td>Intimate partner violence</td>
<td>A Title IX Coordinator brought in a legal resource to represent a male TC student alleging that he was coerced into sexual acts, retaliating, and excluding another male TC student with whom he was having a relationship. In addition, the complainant alleged that the respondent initiated a non-consensual sexual relationship. The complainant was given a written response, but no finding due to the time of the case file at Yale, is required to complete violence prevention training and is not allowed to contact the other TC student involved.</td>
</tr>
</tbody>
</table>

Questions? See the FAQs for more information.
Discussion