

Promoting Institutional Equity, Accessibility, and Belonging at Yale University

2023-2024



For the most updated information, visit <https://oiea.yale.edu>

Photos by Michael Marsland, Dan Renvetti, Jack Devlin, Maza Rey

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PRESIDENT SALOVEY'S LETTER



**Peter Salovey,
President**

Dear Members of the Yale Community,

Yale's mission to improve the world and to educate aspiring leaders who serve and contribute to all sectors of society depends upon a community of faculty, staff, students, and alumni drawn from all backgrounds and walks of life. We are unwavering in our commitment to foster an environment in which every person has equal opportunity to contribute, to learn, to grow, and to succeed. We reject harassment and discrimination, and we encourage one another to exchange ideas openly across a range of perspectives.

The world-class research, scholarship, education, preservation, and practice taking place at Yale benefit from diverse strengths, a climate of respect, and discussion and debate among many different points of view. The sense of belonging that each member of our university feels is critical to Yale's success and future. Building and supporting a community from around the country and around the globe – including individuals with a wide range of ethnic and racial backgrounds, socioeconomic and family upbringings, viewpoints, and talents – enrich our university in immeasurable ways and prepare our students to lead and succeed in an increasingly diverse and interconnected world.

The pages that follow describe a number of Yale policies related to diversity and equal opportunity on our campus. You will find information on the offices and individuals from whom you can seek information or counsel, and the committees and procedures designed to protect the rights and wellbeing of our faculty, students, and employees. This and more information is also available online at [Belong at Yale](#).

We are all “citizens of Yale.” Citizenship evokes rights, responsibilities, and a sense of belonging. I invite you to join me as we advance Yale's longstanding commitment to forming a community where each of us can participate in creating knowledge and understanding, always searching for light and truth.

Sincerely,

A handwritten signature in black ink that reads "Peter Salovey". The signature is written in a cursive, flowing style.

Peter Salovey
President
Chris Argyris Professor of Psychology

LETTER FROM THE SECRETARY AND VICE PRESIDENT FOR UNIVERSITY LIFE



**Kimberly M. Goff-Crews,
Secretary and Vice President
for University Life**

Dear Members of our Shared Yale Community,

All of us – staff and faculty members, students, and postdoctoral associates – are valued members of this university. Yale’s policies, procedures, and programs, including the [Belong at Yale](#) initiative, help ensure each of us is supported and engaged fully in our work at Yale. Ensuring equal opportunity and creating a welcoming and safe campus, however, requires everyone’s attention and care.

As the officer responsible for [Belong at Yale](#), I encourage you to become familiar with the contents of this booklet – whether you are reading it as part of orientation to Yale (welcome!) or are a longtime member of the community. Inside, you will find the names and photos of the many individuals who have a special responsibility to help strengthen campus life for all of us. Please get to know them, especially those in your school, unit, or department.

Whatever your role at Yale, you are an important part of this institution. Participating in the life of the university will allow you to develop your capabilities fully, and it will strengthen our collective work serving society and the world, both today and for the future.

With best wishes,

A handwritten signature in black ink that reads "Kimberly M. Goff-Crews". The signature is written in a cursive, flowing style.

Kimberly M. Goff-Crews

Secretary and Vice President for University Life

RESOURCES AT A GLANCE

Office of Institutional Equity and Accessibility

<https://oiea.yale.edu>

Office of Diversity and Inclusion

<https://your.yale.edu/community/diversity-inclusion/office-diversity-and-inclusion>

Office of Faculty Development and Diversity

<http://faculty.yale.edu>

The Women Faculty Forum

<http://wff.yale.edu>

Discrimination and Harassment Resource Coordinators

<https://dhr.yale.edu/discrimination-and-harassment-resource-coordinators>

Title IX Coordinators

<http://provost.yale.edu/title-ix>

Sexual Harassment and Assault Response & Education Center (SHARE)

<http://sharecenter.yale.edu>

LiveSafe App (Bulldog Mobile)

<https://your.yale.edu/community/public-safety/campus-safety-services/bulldog-mobile-livesafe-app>

Student Accessibility Services (SAS)

<https://sas.yale.edu>

Provost Advisory Committee on Accessibility Resources | 203.432.2000

<https://provost.yale.edu/committees>

OISS/International Center for Yale Students and Scholars

<http://oiss.yale.edu>

Religious Diversity at Yale

<http://chaplain.yale.edu>

Cultural Centers and Councils

Afro-American Cultural Center

<http://afam.yalecollege.yale.edu>

Asian American Cultural Center

<http://aacc.yalecollege.yale.edu>

La Casa Cultural de Julia De Burgos, the Latino Cultural Center

<http://lacasa.yalecollege.yale.edu>

Native American Cultural Center

<http://nacc.yalecollege.yale.edu>

Office of LGBTQ Resources

<http://lgbtq.yale.edu>

Intercultural Affairs Council (IAC)

<https://yalecollege.yale.edu/communities/intercultural-affairs-council>

Graduate and Professional Schools

School of Medicine, Office for Women in Medicine

<http://medicine.yale.edu/owm>

Office for Graduate Student Development & Diversity

<https://gsas.yale.edu/offices/office-graduate-student-development-diversity>

Office of Diversity, Equity & Inclusion (DEI)

<https://medicine.yale.edu/diversity/>

Yale Divinity School Office of Diversity Equity & Inclusion

<https://divinity.yale.edu/offices/office-diversity-equity-inclusion>

Yale School of the Environment Office of Diversity, Equity, and Inclusion

<https://environment.yale.edu/about/diversity-equity-and-inclusion>

Yale School of Public Health Office of Diversity, Equity, Inclusion and Belonging

<https://ysph.yale.edu/about-school-of-public-health/diversity-at-yale/>

Office of Inclusion & Diversity at Yale SOM

<https://som.yale.edu/the-som-experience/diversity-equity-inclusion/office-of-inclusion-diversity-at-yale-som>

Yale School of Nursing Office of Diversity, Equity & Inclusion

<https://nursing.yale.edu/office-diversity-equity-inclusion>

Resources Relating to Sexual Misconduct

List of Resources

<http://smr.yale.edu>

Sexual Harassment and Assault Response & Education Center (SHARE)

<http://sharecenter.yale.edu>

University-Wide Committee on Sexual Misconduct

<http://provost.yale.edu/uwc>

RESOURCES AND OFFICES

Elizabeth Conklin, J.D., Associate Vice President for Institutional Equity, Accessibility, and Belonging and University Title IX Coordinator



Elizabeth joined Yale University in the inaugural role of associate vice president for Institutional Equity, Accessibility, and Belonging in September 2020. In this role, she works closely

with other leaders across the university to support institutional equity and accessibility, and to guide strategy and initiatives that create a culture of belonging. Elizabeth oversees the Office of Institutional Equity and Accessibility (OIEA), Student Accessibility Services (SAS), and the Office of LGBTQ Resources. Since January 2022, Elizabeth also serves as the University Title IX Coordinator and oversees the Title IX Office, providing leadership and oversight for Yale's Title IX programs and staff. Elizabeth's work focuses on ensuring appropriate response to incidents of discrimination and harassment as well as training for university community members on responding to discrimination and harassment and creating a culture that prevents such behaviors.

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elizabeth.conklin@yale.edu

WLH 3rd Floor

Office of Institutional Equity and Accessibility

<https://oiea.yale.edu>

Diane Cornelius Charles, J.D., Director



The Office of Institutional Equity and Accessibility (OIEA) is responsible for ensuring Yale's commitment to equitable and inclusive working and learning environments. Accordingly,

OIEA administers the University's *Policy Against Discrimination and Harassment*. Any student, employee or applicant with concerns regarding protected class-based discrimination or harassment may contact OIEA to discuss available options, including informal resolution and complaint options. Additionally, OIEA coordinates the Accommodation Program for faculty with disabilities to obtain reasonable accommodations to perform the functions of their jobs. OIEA also offers support to community members who are seeking religious accommodations.

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diane.charles@yale.edu

WLH 3rd Floor



Office of Diversity and Inclusion

<http://your.yale.edu/community/diversity-inclusion/office-diversity-and-inclusion>

Deborah Stanley-McAulay,
Associate Vice President for Employee
Engagement and Workplace Culture



The Office of Diversity and Inclusion (ODI) collaborates with departments and individuals across the campus to promote harmonious and accessible work environments that are both respectful and inclusive of people from various backgrounds and experiences. A department within Human Resources and Administration, ODI provides a range of information, consultation, and training on issues related to the recruitment and management of a diverse workforce on campus. It measures and tracks diversity recruitment and internal placement within the university. ODI sponsors eight employee resource groups most commonly referred to as affinity groups whose primary focus is to foster community-building (see pp. 6-8). The eight affinity groups are: Working Women's Network (WWN), Asian Network at Yale (ANY), Yale Latino Networking Group (YLNG), Lesbian Bisexual Gay Transgender and Queer (LGBTQ), the Future Leaders of Yale (FLY), Yale Veterans Network (YVN), the Yale African American Affinity Group (YAAA), and DiversAbility (DAY). Each group assists with recruitment and retention, cultural awareness, community engagement, and networking opportunities on and off the campus. All groups are open to all Yale staff, faculty, and postdocs, representing a diverse range of departments and interests at Yale.

phone 203.432.9667

fax 203.432.6267

diversity@yale.edu

221 Whitney Avenue, 4th Floor

Working Women's Network (WWN)

<https://wwn.yale.edu>



Nikitia Tillman,
Co-Chairperson



Monica Givens,
Co-Chairperson

The Working Women's Network (WWN) provides programs and resources to Yale University's women employees, and champions the exploration and pursuit of personal and professional goals in order to enhance their individual success while also furthering the advancement of the university.

Asian Network @ Yale (ANY)

<https://asiannetwork.yale.edu>



Brian Hu,
Co-Chairperson



Joanna Carmona,
Co-Chairperson

The Asian Network @ Yale (ANY) seeks to connect professionals of the Asian Heritage community in the interest of shared values and concerns. Our mission is to enlighten, inspire, and empower the active and dynamic Asian Heritage community of faculty, staff, and professionals here at Yale University.

The Yale Latino Networking Group (YLNG)

<https://ylng.yale.edu>



Ilsa Otero,
Co-Chairperson



Janitza Matta,
Co-Chairperson

The Yale Latino Networking Group (YLNG) seeks to promote a community of interest among Latino staff members, and to promote an inclusive and empowering work environment for all Yale employees. We strive to build a support network for Latino staff at all levels, and to strengthen our professional and social relationships between Latino employees, the university, and the outside community.

Future Leaders of Yale (FLY)

<https://fly.yale.edu>



Apple Pham,
Co-Chairperson



Gina Amico,
Co-Chairperson

The Future Leaders of Yale (FLY) provides a voice for early career professionals, future leaders, and others in the early stages of their career trajectories who are seeking to develop and strengthen their long-term opportunities and impact at Yale. Through networking, professional development, mentorship, and encouraging career advancement, FLY supports the recruitment, retention, and advancement of qualified early career professionals. By doing so, FLY will contribute to the longevity, strength, and value of the university as well as the greater New Haven community.

Lesbian Gay Bisexual Transgender Queer (LGBTQ)

<https://lgbtqaffinity.yale.edu>



Micah Nellums,
Co-Chairperson

The Lesbian Gay Bisexual Transgender Queer Affinity Group (LGBTQ) was created to foster a more welcoming and respectful campus community for lesbian, gay, bisexual, transgender, and queer individuals and their allies with a primary focus on retention and edification of Yale employees.

Yale Veterans Network (YVN)

<https://yvn.yale.edu>



V Ware,
Co-Chairperson



Rod Lowe,
Co-Chairperson

The vision of the Yale Veterans Network (YVN) is to make Yale University the employer of choice for veterans, reservists, and members of the National Guard. The mission of the Yale Veterans Network (YVN) is to create a Yale community of veterans, veteran leaders and allies who support and encourage their recruitment, career development, growth and retention.

Yale African American Affinity Group (YAAA)

<https://yaaa.yale.edu>



**Maya Martindale,
Co-Chairperson**



**Lakeisha Robinson,
Co-Chairperson**

The Yale African American Affinity Group (YAAA) exists to provide a forum where staff, faculty, post docs, and the New Haven Community can promote awareness of the culture, share professional insights, acquire information, and provide leadership on careers and the work environment within Yale. YAAA focuses its efforts on facilitating hiring, retention, education, mentorship, and career advancement of African-American talent at all levels, thereby assisting the university to achieve its diversity goals.

DiversAbility at Yale (DAY)

<https://day.yale.edu>



**Julie Linden,
Co-Chairperson**



**Jamaal Thomas,
Co-Chairperson**

The DiversAbility at Yale (DAY) Affinity Group creates an environment that is open and inclusive for all individuals impacted by disability through engagement, education, and advocacy. The group also focuses on ways to support the recruitment, retention, and advancement of people with disabilities. The group is open to all Yale staff, faculty, and postdocs, with or without a disability, representing a diverse range of departments and interests at Yale.

Indigenous Leaders at Yale (ILY)

<https://indigenous.yale.edu>



**Diana Onco-Ingyadet,
Co-Chairperson**



**Jennifer Rawlings,
Co-Chairperson**

The Indigenous Leaders at Yale (ILY) offers community for those who identify as Indigenous Peoples. We provide our members with an opportunity to connect with others, grow professionally, and center efforts on recruitment and retention of Indigenous staff and faculty at Yale through community and education.



Provost's Office of Faculty Development & Diversity

<http://faculty.yale.edu>

**Gary V. Desir, M.D.,
Vice Provost**



**Karen Lee Anderson,
Ph.D., Associate Provost**



Diversity is integral to Yale's academic excellence and global leadership. The Provost's Office of Faculty Development and Diversity provides strategic direction to promote faculty excellence through diversity, equity, and inclusion.

The Office guides the university's work toward achieving the goals outlined in the diversity statements of the Offices of the President and Provost, monitoring successes and emphasizing ongoing inclusivity as a core institutional priority. In coordination with the Office of Institutional Equity and Accessibility, the Provost's Faculty Diversity Advisory Council, the Office facilitates best and inclusive practices for faculty recruitment, retention, promotion, and advancement to leadership. The Office offers new faculty orientation programs, workshops on inclusive search and promotion processes, and faculty career advancement programs.

Faculty Development and Diversity

phone 203.432.2049

gary.desir@yale.edu

<https://provost.yale.edu/people/gary-desir-0>

2 Whitney Avenue, Suite 400, Room 447

Faculty Development and Academic Resources

phone 203.432.4450

k.anderson@yale.edu

<https://provost.yale.edu/people/karen-anderson>

2 Whitney Avenue, Suite 400, Room 448

The Women Faculty Forum

wff@yale.edu | wff.yale.edu | Twitter: [@wff_yale](https://twitter.com/wff_yale)

**Reina Maruyama, Chair of WFF,
Professor of Physics and Astronomy**



Supported by the Offices of the President and Provost, the Women Faculty Forum (WFF) is an organization that spans all twelve schools of Yale. With more than 1,000 members across the university, WFF's

mission is to foster gender equity, promote scholarship on gender, and develop networking opportunities for women faculty through research, advocacy, and community-building. In partnership with organizations like WWN, SWIM, YaleWomen, MORE, and WISAY, the WFF has organized conferences, training workshops, mentorship programs, and artistic commissions that promote leadership and equity for faculty of all genders and types of appointments. Every five years WFF produces *The View*, a report on the demographic data of men and women faculty throughout the university that tracks the status of gender parity at Yale.

WFF also provides research opportunities for graduate students through the Gender & Diversity Fellowship and the GSAS Professional Experience Fellowship, both of which involve students in WFF's current advocacy and data-collection projects.

Former Fellows have conducted research in tandem with 50WomenAtYale150 to compile the names, appointments, biographies, and scholarly legacies of early women faculty and graduate students across various departments and schools. "Science Stories" aimed to honor the contributions of Yale's early women faculty and students while also examining the institutional memory and representation of women's research at the university.

To learn more about WFF's current programs, please visit the [WFF website](#) or subscribe to the weekly newsletter.

Discrimination and Harassment Resource Coordinators

<https://dhr.yale.edu/discrimination-and-harassment-resource-coordinators>

Architecture

Nadine Koobatian
Assistant Dean for Student Affairs
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Bimal Mendis
Assistant Professor (Adjunct) of Architecture
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Art

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Director of Sustainable Equity & Inclusion
dannika.avent@yale.edu

Taryn Wolf
Associate Director
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Divinity

Lynn Sullivan
Associate Dean, Divinity Diversity, Equity & Inclusion
lynn.sullivan@yale.edu

Drama

Carla Jackson
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Engineering & Applied Science

Kristin Flower
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kristin.flower@yale.edu

Environment

Andrés Fernández
Assistant Dean of Student Affairs
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Robert Javonillo
Assistant Dean of Diversity, Equity & Inclusion
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Graduate School of Arts & Sciences

Michelle Nearon
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Development and Diversity
michelle.nearon@yale.edu

Matthew Tanico
Assistant Dean of Graduate Student Life
matthew.tanico@yale.edu

Suzanne Young
Assistant Dean for Graduate Student Professional Development
suzanne.young@yale.edu

Ksenia Sidorenko
Assistant Dean for Diversity
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Jackson School of Global Affairs

Lily Sutton
Assistant Dean for Student Affairs
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Law

Jennifer Cerny
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Management

Michael Myers
Senior Associate Director for Office of Inclusion & Diversity
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Medicine

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Associate Dean for Student Affairs
john.francis@yale.edu

Darin Latimore
Deputy Dean for Diversity & Inclusion & Chief Diversity Officer
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Marietta Vazquez
Associate Dean for Medical Student Diversity
marietta.vazquez@yale.edu

Karina Gonzalez
Associate Dean for the Office of Diversity, Equity & Inclusion
karina.gonzalez@yale.edu

Music

Albert Lee
Director of Equity, Belonging, & Student Life
albert.r.lee@yale.edu

Nursing

Erin Morelli
Associate Dean for Student Life & Senior Lecturer
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Heather Reynolds
Lecturer
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Public Health

Mayur Desai
Associate Dean for Diversity, Equity, & Inclusion
mayur.desai@yale.edu

Randi McCray
Associate Director, Diversity, Equity & Inclusion
randi.mccray@yale.edu

Yale College

Melanie Boyd
Dean of Student
melanie.boyd@yale.edu

Burgwell Howard
Senior Associate Dean of Yale College,
Associate Vice President of Student Life
burgwell.howard@yale.edu

University and Deputy Title IX Coordinators

University and Deputy Title IX Coordinators are identified as individuals who are available to consult with members of the community about their concerns and questions related to sex- or gender-based discrimination or sexual misconduct. By disclosing a concern to a Deputy Title IX Coordinator, they can help you review options, identify and implement *supportive measures*, and connect individuals with other campus resources. Disclosing a concern to a Deputy Title IX Coordinator is not the same as *bringing a complaint with the University*, and supportive measures may be requested without filing a complaint.

You may contact a coordinator by email or phone. Some community members prefer to contact the Deputy Title IX Coordinator that works directly with their school; others prefer to contact a Deputy Title IX Coordinator from another area of campus. Concerns can also be reported directly to the Title IX Office by filling out this *form*.

For the most updated list of Title IX Coordinators, visit <https://smr.yale.edu/title-ix/coordinators>

For information and resources on sexual misconduct, visit <http://smr.yale.edu>

University Title IX Coordinator



Elizabeth Conklin, J.D.,
Associate Vice President for
Institutional Equity,
Accessibility, and Belonging
and University Title IX
Coordinator

elizabeth.conklin@yale.edu
203.432.2601

Senior Deputy Title IX Coordinator

Jason Killheffer, Senior Deputy Title IX Coordinator
jason.killheffer@yale.edu | 203.432.4446

Deputy Title IX Coordinators for Staff and Faculty

Office of Institutional Equity & Accessibility

Diane Cornelius Charles, Accessibility Director
diane.charles@yale.edu | 203.432.0849

Alexa Lindauer, Senior Associate Director
alexa.lindauer@yale.edu | 203.432.0569

Angelica Matos Jennings, Assistant Director
angelica.jennings@yale.edu | 203.436.1541

Jamaal Thomas, Assistant Director
jamaal.thomas@yale.edu | 203.432.0852

Deputy Title IX Coordinators for Students

School of Architecture

Nadine Koobatian, Assistant Dean, Student Affairs
nadine.koobatian@yale.edu | 203.432.1023

School of Art

Dannika Kemp Avent,
Director of Sustainable Equity & Inclusion
dannika.avent@yale.edu | 203.432.2602

Yale College

Stephanie Ranks, Deputy Title IX Coordinator
stephanie.ranks@yale.edu | 203.530.6803

Divinity School

Alison Cunningham,
Director of Professional Formation
alison.cunningham@yale.edu | 203.432.5330

School of Drama

Carla L. Jackson, Assistant Dean, David Geffen School of Drama; General Manager, Yale Repertory Theatre
carla.jackson@yale.edu | 203.436.4103

School of Engineering and Applied Science

Kristin Flower, Assistant Dean for Faculty Affairs
kristin.flower@yale.edu | 203.432.4220

School of the Environment

Andrés Fernández, Assistant Dean for Student Affairs
andres.fernandez@yale.edu | 203.432.6286

Lauren Horner, Associate Director of Student Affairs
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Graduate School of Arts and Sciences

Michelle Nearon, Senior Associate Dean & Director of the Office for Graduate Student Development & Diversity

michelle.nearon@yale.edu | 203.436.1301

Ksenia Sidorenko, Assistant Dean of Diversity

ksenia.sidorenko@yale.edu | 203.436.4171

Matthew Tanico, Assistant Dean for Graduate Academic Support & Outreach

matthew.tanico@yale.edu | 203.436.2628

Suzanne Young, Assistant Dean for Graduate Student Professional Development

suzanne.young@yale.edu | 203.432.8895

Jackson School of Global Affairs

Lily Sutton, Assistant Dean for Student Affairs

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Law School

Jennifer Cerny, Associate Dean of Students

jennifer.cerny@yale.edu | 203.432.7979

Caitlin Dougherty, Assistant Director of Student

caitlin.dougherty@yale.edu | 203.432.7982

School of Management

Rebecca Udler, Assistant Dean, Student & Academic Affairs

rebecca.udler@yale.edu | 203.432.7501

School of Medicine

Cindy Crusto, Associate Professor and Assistant Chair for Diversity in Psychiatry

cindy.crusto@yale.edu | 203.789.7645

Rosemarie Fisher, Professor Emeritus of Medicine, Emeritus Director of Resident/Fellow Well-being

rosemarie.fisher@yale.edu | 203.688.1449

Megan C. King, Associate Professor of Cell Biology & of Molecular, Cellular and Development Biology

megan.king@yale.edu | 203.737.4628

Darin Latimore, Deputy Dean and Chief Diversity Officer

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School of Music

Albert R. Lee, Associate Professor, Director of Equity, Belonging, and Student Life

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School of Nursing

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Heather Reynolds, Lecturer

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School of Public Health

Kelly Shay, Senior Associate Director, Career Management Center

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Jody Sindelar, Professor of Public Health, & Economics

jody.sindelard@yale.edu | 203.785.5287

Sexual Harassment and Assault Response & Education Center (SHARE)



<http://sharecenter.yale.edu>

203.432.2000

Jennifer Czincz, Ph.D., Director

The Sexual Harassment and Assault Response & Education Center (SHARE), provides

information, advocacy and support services to members of the Yale community who are dealing with sexual misconduct of any kind. The SHARE staff are available for consultations, walk-ins and appointments from 9am-5pm Monday-Friday. The SHARE on-call service is available for time-sensitive matters after-hours and on weekends and holidays by calling 203.432.2000. All calls to SHARE are confidential and can be anonymous as well. The SHARE Center is located at 55 Lock Street New Haven, CT on the Lower Level of Yale Health.

Jennifer Czincz, PhD, Director

phone 203.432.0310 | jennifer.czincz@yale.edu

Anna Seidner Osman, LCSW, Assistant Director

phone 203.436.8217 | anna.seidner@yale.edu

Freda Grant, Ph.D., SHARE Advocate and Coordinator of Conduct Awareness Training and Prevention Education

phone 203.436.0494 | freda.grant@yale.edu

Liz Schacht, LMSW, SHARE Counselor

phone 203 432 0326 | liz.schacht@yale.edu

Nicole Tarrant, LCSW, SHARE Counselor

nicole.tarrant@yale.edu

LIVESAFE APP (BULLDOG MOBILE)

LiveSafe App (Bulldog Mobile) is an app that gives students, staff, and faculty on campus an effective way to communicate questions and concerns about equal opportunity and anti-discrimination via a mobile device.

With Bulldog Mobile, you can use your smart phone to connect with resources that can help.

LiveSafe App gives you access to SHARE, the Title IX Office, the Office of Institutional Equity and Accessibility, the Yale Police Department, and other resources.

For more information on LiveSafe

App (Bulldog Mobile) please visit:

<https://your.yale.edu/community/public-safety/campus-safety-services/bulldog-mobile-livesafe-app>

Download free LiveSafe mobile app at:

<https://your.yale.edu/community/public-safety/campus-safety-services/bulldog-mobile-livesafe-app>



LiveSafe

One more way to access

SHARE*

*SHARE (Sexual Harassment and Assault Response and Education Center) offers confidential and anonymous services to members of the Yale community who have directly or indirectly experienced any form of sexual misconduct. Use LiveSafe to connect, or call 203-432-2000.



LiveSafe

One more way to access

Title IX*

*Title IX Coordinators are available for confidential conversations about sexual misconduct and sex- or gender-based discrimination within the Yale community. If this is something you have experienced or witnessed, they can offer options and accommodations. Use LiveSafe to connect, or call 203-432-6854.



LiveSafe®

Your access to Yale's
equal opportunity &
anti-discrimination
resources

Office of Institutional Equity and Accessibility staff are available for confidential conversations about discrimination or harassment within the Yale community. If this is something you have experienced yourself, they can offer options and accommodations. Call 203-432-0849 or use LiveSafe to connect.

Student Accessibility Services (SAS)

<http://sas.yale.edu>

Kim McKeown, Director



Student Accessibility Services helps to facilitate individualized accommodations for all students with disabilities and works to remove barriers which may prevent full participation in the university community. An inclusive university requires the participation of each member. Yale university's commitment to diversity, equity, and belonging extends to students with disabilities and we collaborate with campus partners to create a welcoming and accessible environment. Students who would like to register with SAS can find a registration form at sas.yale.edu. All Yale community members are welcome to contact SAS for more information.

phone 203.432.2324

fax 203.432.8250

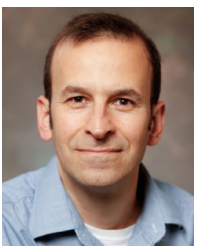
kimberly.mckeown@yale.edu

35 Broadway (rear entrance), Room 222

Provost Advisory Committee on Accessibility Resources

<http://rod.yale.edu/provost-advisory-committee>

Carl Baum, Chair



The Committee provides the University guidance and leadership in fulfilling its commitment to maintaining an environment that is accessible and supportive of all, including those with additional physical needs. The Committee assesses the needs of this population and recommends policies, processes,

and resources for improving the physical and functional aspects of accessibility for the campus, including access to facilities, technology, and services. It also educates and provides expert advice to the Yale community about the needs of individuals with disabilities. The Provost appoints student, faculty and staff committee members annually.

phone 203.737.7414

carl.baum@yale.edu

100 York Street, Suite 1F

OISS/International Center for Yale Students and Scholars

<http://oiss.yale.edu>

Ozan Say, Ph.D., Director



The Office of International Students and Scholars (OISS) provides information, support, and a welcoming point of contact for international students, scholars, and their families coming to New Haven and the campus. OISS offers international community members guidance to help ease their arrival, adjustment, or stay at the university. OISS serves as a resource on immigration matters and is Yale's liaison to U.S. federal agencies concerning matters related to international students and scholars studying and working here. The International Center welcomes members of the Yale community to drop in and check emails or socialize with friends, or reserve rooms for student group meetings or departmental events. Some English language support is available.

phone 203.432.2303

fax 203.432.7166

yasar.say@yale.edu

421 Temple Street

Religious Diversity – Chaplain’s Office

<https://yale.edu/chaplain>

Maytal Saltiel, University Chaplain



Yale welcomes persons of many global religious traditions and seeks to provide resources and communities for the integration of those traditions with Yale’s remarkable educational

experience. The Chaplain’s Office is a nurturing and sustaining place, with a mission of cultivating a broad pastoral presence in the community and coordinating many religious groups. The Office facilitates interfaith dialogue, engagement, and service, to create room on campus for richly diverse religious and spiritual traditions. The Office supports and offers a number of programs, including regular worship and prayer offerings through the Yale Religious Ministries (YRM), events planned by student groups, interfaith service trips, New Haven outreach, and numerous other activities. Chaplain’s Office professionals are available to listen and respond when students, faculty and staff need a neutral and confidential place to turn for pastoral support and care.

phone 203.432.1128

maytal.saltiel@yale.edu

Bingham Hall Lower Level Entryway D



CULTURAL CENTERS AND COUNCILS

Afro-American Cultural Center

<https://afam.yalecollege.yale.edu/>
<https://campsite.bio/yaleafamhouse>

Timeica E. Bethel-Macaire, Center Director/Assistant
Dean of Yale College

Sofia Blenman, Assistant Director



Since 1969, the AfAm House has built understanding of and dialogue about the complex cultural, intellectual, and social backgrounds of members from the African American community and Diaspora, including undergraduate, graduate, and professional students; faculty, administrators, and staff; and alumni/ae and members of the New Haven community. As a place for empowering educational opportunities and leadership development, the Af Am House seeks to create a campus atmosphere that fosters deep knowledge of and respect for African, Afro-Caribbean, and African American histories, politics, and cultures.

phone 203.432.4131
AfAmHouse@yale.edu
211 Park Street

Asian American Cultural Center

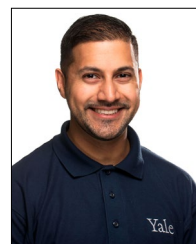
www.yale.edu/aacc

Joliana Yee, Center Director/Assistant
Dean of Yale College

joliana.yee@yale.edu

Sheraz Iqbal, Associate Director

sheraz.iqbal@yale.edu



Established in 1981, the Asian American Cultural Center (AACC), in collaboration with affiliated student organizations, promotes Asian and Asian American culture and explores the social and political experience of Asians in the United States. The Center hosts programs and activities that bring together undergraduate and graduate students, alumni, faculty and staff to share in these common goals. The AACC is committed to providing a space for Asian and Asian Americans to share a sense of belonging, celebrate their cultural heritage and traditions, and build a pan-Asian community in an atmosphere that nurtures the personal, intellectual, and leadership skills of our students.

phone 203.436.4356
aacc@yale.edu
295 Crown Street

La Casa Cultural de Julia De Burgos, the Latino Cultural Center

<https://yale.edu/lacasa>

<https://www.facebook.com/LaCasaYale/>

**Eileen Galvez,
Assistant Dean
and Director**



**Carolina Dávila,
Associate Director**



Established at its current location in 1977, La Casa Cultural, the Latino Cultural Center at Yale provides a home away from home for many Latino students. La Casa houses a number of Latino organizations that promote cultural, social, and political awareness. Hosting various activities and events, the Center is a welcoming gathering place for undergraduate, graduate and professional students, staff, faculty, and New Haven community members, who are part of or interested in the many cultures that are part of the Latino community.

phone 203.432.0856

lacasa@yale.edu

301 Crown Street

Native American Cultural Center

<https://yale.edu/nacc>

**Matthew Makomenaw,
Ph.D. Assistant Dean
and Director**



**Denise Morales,
Assistant Director**



Established in 1993, the Native American Cultural Center (NACC) promotes Native American culture and explores the issues that Native Americans face in today's world.

In sharing this culture with the university and New Haven communities, it maintains a prominent Native American presence on campus and works towards the success of future Native leaders through recruitment, encouragement, mentoring, service, and building a community of achievement and unity. The Center hosts speakers, dinners, study breaks, and movie nights throughout the year.

phone 203.432.0349

matthew.makomenaw@yale.edu

denise.morales@yale.edu

26 High Street

Office of LGBTQ Resources

<http://lgbtq.yale.edu>

**Samuel Byrd,
Director**



Established in 2005, the Office of LGBTQ Resources is one of over 300-networked LGBTQ community centers in the United States and its mission is to support and empower students, faculty, staff, and alumni of all sexual orientations, gender identities, and expressions to strengthen and unite our Yale University community. By providing education, outreach, and advocacy, the office connects members of Yale's community to social, cultural, student, and academic programs that increase visibility and support across campus. Visit the website to schedule virtual appointments; access resources, training, and workshops; or explore the full calendar of vents.

phone 203.432.0309

lgbtq@yale.edu

Founders Hall, 135 Prospect Street

Intercultural Affairs Council (IAC)

<https://yalecollege.yale.edu/communities/intercultural-affairs-council>

Joliana Yee, IAC Chair, Director Asian American Cultural Center, Assistant Dean of Yale College



The Intercultural Affairs Council of Yale College strives to support an inclusive and diverse campus environment that: engages in community dialogue; promotes cultural awareness, respect, and appreciation; and challenges bias on the basis of race and ethnicity, gender, religion, sexual orientation, disability, social class, or other distinction. The Council – which is comprised of students, faculty, and staff – offers educational and social programming to enhance the overall academic and developmental achievement of all students, while providing avenues for personal growth and increased advocacy, involvement, and support for the Yale community.

phone 203.432.2906
student.engagement@yale.edu



THE GRADUATE AND PROFESSIONAL SCHOOLS

Office for Women in Medicine and Science (OWiMS)

<https://medicine.yale.edu/owm>

Cindy Crusto, PhD, Director of Office for Women in Medicine and Science, Associate Dean for Gender Equity, Yale School of Medicine



The Office for Women in Medicine and Science promotes the academic career development and advancement of all women faculty and learners in medicine and biomedical sciences in their research, teaching, clinical, and leadership roles. The office supports activities, policies, and strategies beneficial to women in medicine and biomedical sciences. The office recognizes the enormous contribution women continue to make to the medical and scientific profession and provides women students, trainees, fellows, and faculty access to advisors, mentors, and sponsors. In addition to hosting distinguished women in the medical sciences at the Yale School of Medicine as speakers, role models, mentors, and sponsors, the office sponsors workshops and seminars on professional development and career opportunities.

phone 203.785.4680; 203.789.7645
fax 203.737.1624
SHM L202, 333 Cedar Street

Office for Graduate Student Development and Diversity

<http://gsas.yale.edu/diversity>

Michelle Nearon,
Senior Associate Dean for Graduate
Student Development & Diversity



The Office for Graduate Student Development and Diversity (OGSDD) is committed to expanding the diversity of the student body and to enhancing the intellectual experience of the entire scholarly community. The OGSDD coordinates efforts to recruit and retain students at the Yale Graduate School. The Senior Associate Dean works collaboratively with departments and programs to support the needs of all students as they pursue graduate study and prepares reports on the Graduate School's progress in recruiting and retaining diverse students. The following programs and activities fall under the purview of the OGSDD: informal advising of prospective and current graduate students, the Summer Undergraduate Research Fellowship (SURF) Program, the Post-Baccalaureate Research Education Programs, Diversity Recruitment Days, Diversity Orientation Day, Diversity Preview Days, Transitions First Year Experience, and the Annual Yale Bouchet Conference on Diversity and Graduate Education. The Assistant Dean and annually appointed graduate student diversity fellows assist with the development and implementation of the previously mentioned programs along with virtual recruitment fairs and webinars, social justice discussion seminars, mentoring programs, workshops and lectures presented by diverse scholars, and social and professional development events.

phone 203.436.1301

michelle.nearon@yale.edu

Warner House 206, 1 Hillhouse Ave.

The Office of Diversity, Equity, and Inclusion at Yale School of Medicine

<https://medicine.yale.edu/diversity>

Darin Latimore,
Deputy Dean and
Chief Diversity Officer



The Office of Diversity, Equity and Inclusion at Yale School of Medicine works with students and faculty from diverse ethnic, racial, and socioeconomic backgrounds. The Office fosters awareness and promotes diversity and inclusion as central to the mission of the Medical School and beyond. To promote diversity at the School, the Office collaborates with other departments and units in the recruitment of students, house staff, faculty, and senior leadership. The Office also supports “minoritized”, marginalized and stigmatized, students, faculty, and staff in addressing and seeking solutions to the academic, career, and social challenges they may face in the School's environment.

The Office serves as an umbrella to: Diversity, Inclusion, and Community Engagement and Equity (D.I.C.E.) <https://medicine.yale.edu/dice>, the Office of Women in Medicine and Science (OWMS) <https://medicine.yale.edu/owm>, the Yale Biological and Biomedical Sciences Diversity Inclusion Collective (YBDIC) <https://medicine.yale.edu/bbs/diversity/events/>, and the Yale Ciencia Academy (YCA) <https://www.cienciapr.org/en/yale-ciencia-academy-career-development>.

333 Cedar Street
SHM-L Room 203
PO Box 208055
New Haven, CT-06510

Office 203.785.7278

fax 203.785.7427

darin.latimore@yale.edu

amy.chmiel@yale.edu

Yale Divinity School Office of Diversity Equity Inclusion & Belonging

<https://divinity.yale.edu/offices/office-diversity-equity-inclusion-belonging>

Lynn S. Sullivan M.S. Ed., M.A.
Associate Dean for Diversity Equity Inclusion & Belonging Title VI DHRC



The Office of Diversity Equity Inclusion & Belonging (DEIB) cultivates and promotes inclusive learning and work environments that builds and sustains a culture of belonging. In addition to providing strategic guidance, the Office serves to:

1. Recommend and apply policy, procedure and structural improvements that remove barriers to student, faculty, and staff success.
2. Implement dynamic and intentional equity, diversity and inclusion programs and initiatives for students, faculty and staff that adequately address the educational and social needs of our campus community.
3. Act as the Title VI Discrimination Harassment & Resource Coordinator for YDS with the responsibility to receive concerns and offer advice and guidance related to diversity and inclusion, discrimination and harassment, retaliation, and equal opportunity and to facilitate informal resolution.

The Office of Diversity Equity Inclusion & Belonging engages in ongoing assessments to create and sustain a vibrant, anti-racist, anti-oppressive learning and working environment that is welcoming and supportive of all, as well as a plan that strives to eradicate equity gaps in student participation and achievement, creating conditions for all members of the Yale Divinity School community to thrive.

409 Prospect Street
New Haven, CT 06511
Ph: 203-432-4858

Email: lynn.s.sullivan@yale.edu

Yale School of the Environment Office of Diversity, Equity, and Inclusion

<https://environment.yale.edu/about/diversity-equity-and-inclusion>

Dorceta Taylor, Ph.D.
Senior Associate Dean of Diversity, Equity, & Inclusion



Rob Javonillo, Ph.D.
Assistant Dean of Diversity, Equity, & Inclusion Discrimination & Harassment Resource Coordinator



The Yale School of the Environment is committed to creating an inclusive environment for all students, staff, and faculty. Our diverse perspectives shape the way we approach environmental work. Thus, we aim to foster a school environment that supports all individuals to increase our collective learning, awareness, and empathy. In this way, Yale School of the Environment strives to promote leadership at the school and in communities around the world for a more sustainable future for all people and the planet. As a team made up of individuals from a variety of backgrounds, we are dedicated to engaging with and recruiting individuals with multifaceted perspectives and experiences to aid in the cultivation of a diverse, equitable, and inclusive community who are striving to create a sustainable future for all people and the planet.

Currently about 24% of master's students from the U.S. self-identify as domestic students of color. Over the past five years, international student enrollment has averaged 25%. We are committed to sustaining a compassionate environment that actively recruits and enrolls diverse learners and to promoting careful consideration, reflection, and respectful discourse that leads to an elevated understanding of and appreciation for different facets of diversity – geographic, gender, sexual

orientation, racial, ethnic, socioeconomic, academic, disability, and others.

dorceta.taylor@yale.edu
phone: 203.432.4080
Kroon Hall 122

robert.javonillo@yale.edu
phone: 203.432.5594
Kroon Hall 118

Office of Inclusion & Diversity (OID) School of Management

<https://som.yale.edu/the-som-experience/diversity-equity-inclusion/office-of-inclusion-diversity-at-yale-som>

Council and Anti-Racism & Equity (CARE)

<https://som.yale.edu/the-som-experience/diversity-equity-inclusion/antiracism-at-yale-som/council-on-anti-racism-and-equity>

Kristen M. Beyers, M. Ed. (she/her)
Assistant Dean, Inclusion and Diversity
The Office of Inclusion and Diversity (OID)
Yale School of Management



Our Mission:

Yale School of Management (SOM) is committed to fostering a diverse, equitable, and inclusive community. SOM's mission to educate leaders for business and society urges us to engage with the problems afflicting our world – especially issues of discrimination, bias, and equity – in our pursuit of supporting the education of purpose-driven and inclusive business leaders. In order to fulfill this distinctive mission, we must be a community that achieves and celebrates diversity in our own ranks.

Our Work:

An integral part of the work of the Office of Inclusion and Diversity (OID) is to empower SOM's community to uphold inclusionary practices that are intentional and impactful. Our approach

strengthens individual capacity and community bonds through awareness, reflection, and actions. OID programming promotes education around Diversity, Equity, and Inclusion topics, creates space for dialogue, and offers opportunities to celebrate diversity to enable students, staff, and faculty to embrace difference and lead with inclusion.

phone 203.436.9961

kristen.beyers@yale.edu

Edward P Evans Hall 2521

Yale School of Nursing Office of Diversity, Equity & Inclusion

<https://nursing.yale.edu/office-diversity-equity-inclusion>

Angela Richard-Eaglin, DNP, MSN
Associate Dean for Equity, Associate Clinical Professor
Title IX Coordinator, Discrimination & Harassment
Resource Coordinator



Faculty endeavors cover a wide array of topics that encompass and address social determinants of health and health disparities, identifying best practices to improve the wellbeing of underrepresented and vulnerable populations. The YSN Office of Diversity, Equity, Inclusion, and belonging (ODEIB) supports strategic initiatives aimed at advancing health equity and directly contributing to YSN's mission of better health for all people. ODEI strives to guide the school's growth to increase and improve diversity, thereby creating an environment that is more reflective of the communities we serve.

Mission

YSN ODEI strives to foster and sustain a YSN community that is diverse, equitable, and inclusive for all. YSN ODEI supports Belonging at Yale's institution-wide pursuit to develop an

environment where we can be ourselves, seek our full potential, and freely participate in the vibrant life of a scholarly community and its pursuit of excellence.

Vision

To make YSN a national model for diversity, equity, inclusion, and belonging in nursing.

Goals

1. Actively enhance diversity of YSN faculty, staff, and students through innovative and evidence-based methods of recruitment, career development, retention, and advancement.
2. Develop and employ strategies to increase representation and enhance inclusion, belonging, and support for faculty, staff, and students from underrepresented identity groups.
3. Provide education, training and development, celebration, and community-building opportunities aimed at increasing diversity competencies of all YSN faculty, staff, preceptors, and students.
4. Provide platforms for all YSN faculty, staff, students, and alumni to share their experiences and engage in diversity, equity, inclusion, and belonging (DEIB) efforts, including supporting IDEAS Council as a representative delegation of all YSN constituents.
5. Provide consultation and support to YSN faculty, staff, and students on DEIB matters.
6. Lead in the development and accountable implementation of the YSN DEIB plan.
7. Provide access to reporting and support for issues related to sexual misconduct, discrimination, and harassment.
8. Celebrate the DEIB excellence of YSN faculty, staff, students, and alums.
9. Engage YSN alums and our surrounding communities in YSN DEIB efforts.

10. Collaborate across YSN and other Yale units on DEIB initiatives.

phone 203.737.6530

angela.richard-eaglin@yale.edu

WC Admin Office North

Yale School of Public Health Office of Diversity, Equity, Inclusion and Belonging

<https://ysph.yale.edu/about-school-of-public-health/diversity-at-yale/>

Randi McCray
Associate Director, Diversity, Equity & Inclusion



At the Yale School of Public Health, we're committed to cultivating an anti-racist and inclusive culture in which all members belong and are treated with respect. Across our close community of peers, mentors, collaborators, and staff, we have adopted mentorship, recruitment, retention, and professional development practices to help meet our goal of having an outstanding and diverse School of Public Health – a place that better reflects the local, national, and international communities we study and serve. Our commitment to diversity, equity, inclusion, and belonging is embedded within our academics, research, practice, and policy. We work daily to continue improving our inclusive culture with our promise to seek out and draw in expertise, materials, knowledge, and skills from around the corner and around the world.

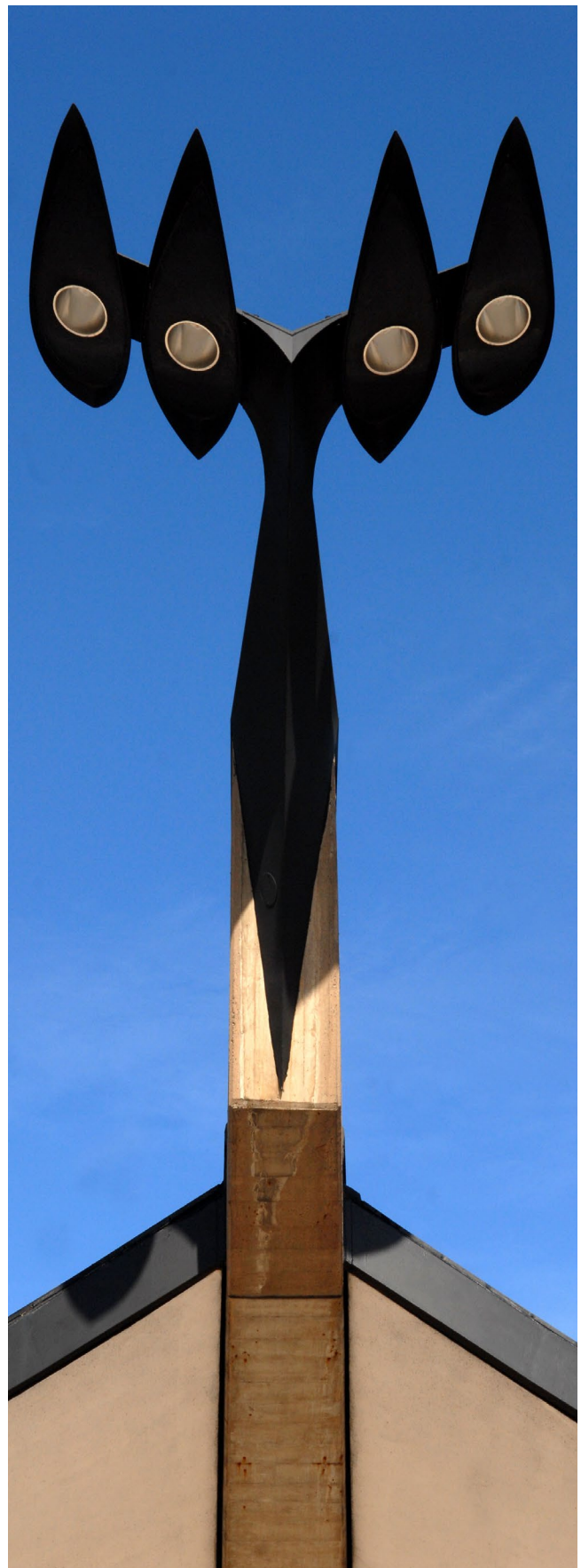
Our scientists investigate the role of racism, sexism, homophobia, transphobia, ageism, classism, and geopolitics in health disparities. We offer MPH students the opportunity to expand their expertise through the U.S. Health Justice Concentration, regardless of their

primary department. The concentration launched an Activist in Residence program in 2022 to provide students with the opportunity to work on social justice issues with the best activists in the world. Through their internships and studies, our students are true cross-disciplinary collaborators who work with diverse populations locally from New Haven to globally in Africa, South America, and Asia, creating innovative, high-impact solutions to address today's and tomorrow's public health equity challenges.

With leadership from the School's Office of Diversity, Equity, Inclusion and Belonging, diversity committee and student ambassadors, as well as the activism of our student and alumni groups, we strive for equity in our community, curriculum and work in research and practice. We are committed to offering a welcoming environment for everyone that reflects the diversity and inclusivity of the school.

randi.mccray@yale.edu

Yale School of Public Health
60 College Street
New Haven, CT 06520-8034



STATEMENTS, STANDARDS AND POLICIES

Yale University Policy Against Discrimination and Harassment

Full and detailed information about all relevant policies and statements, as well as related guidance for faculty, students, and staff, is available by contacting the Office of Institutional Equity and Accessibility at (203) 432-0849.

Yale University's Equal Opportunity Statement

Yale University Equal Opportunity Statement

The University is committed to basing judgments concerning the admission, education, and employment of individuals upon their qualifications and abilities and affirmatively seeks to attract to its faculty, staff, and student body qualified persons of diverse backgrounds. In accordance with this policy and as delineated by federal and Connecticut law, Yale does not discriminate in admissions, educational programs, or employment against any individual on account of that individual's sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran.

University policy is committed to affirmative action under law in employment of women, minority group members, individuals with disabilities, special disabled veterans, veterans of the Vietnam era, and other covered veterans.

Inquiries concerning this policy may be referred to the Office of Institutional Equity and Accessibility:

equity@yale.edu; 203-432-0849; or
100 Wall Street, William L. Harkness Hall, 3rd Floor

Title IX of the Education Amendments of 1972 protects people from sex Discrimination in educational programs and activities at institutions that receive federal financial assistance. Questions regarding sexual Harassment, sexual misconduct and Title IX may be referred to the University's Title IX Coordinator, Elizabeth Conklin:

titleix@yale.edu; or 203-432-6854.

Inquiries may also be made to the U.S. Department of Education, Office for Civil Rights, 8th Floor, 5 Post Office Square, Boston MA 02109-3921; telephone 617-289-0111, fax 617-289-0150, TDD 800-877-8339, or ocr.boston@ed.gov.

Yale's Policy Against Discrimination and Harassment

Yale University Policy Against Discrimination and Harassment

Scope

Consistent with Connecticut and federal law, this policy applies to students, faculty, and staff, as well as to conduct by third parties (i.e., individuals who are not students, faculty, or staff, including but not limited to guests and consultants) directed toward University students, faculty, or staff members while on campus or participating in Yale programs or activities.

Policy Statement

As defined in this policy, Yale prohibits Discrimination, Harassment, and Retaliation. These forms of conduct undermine Yale's mission and its commitment to diversity, equity, and belonging.

Reason for the Policy

Yale University is committed to maintaining a non-discriminatory learning and working environment for students, faculty, and staff. Yale adopts this policy with a commitment to preventing and addressing Discrimination, Harassment, and Retaliation, consistent with Connecticut and federal law.

Definitions

Discrimination

Discrimination means treating an individual adversely in University admissions or in the conduct of educational programs or employment based on sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran, or membership in any other protected classes as set forth in Connecticut and federal law (“protected characteristics”).

Harassment

Harassment means subjecting an individual to objectively offensive, unwelcome conduct based on any of the protected characteristics, when such conduct (i) is severe, persistent, or pervasive and (ii) has the purpose or effect of unreasonably interfering with the individual’s work, academic performance or participation in University activities or creates an intimidating or hostile environment. Harassment may be found in a single severe episode, as well as in persistent behavior. Harassment is evaluated using a “reasonable person” standard.

For more information specific to sexual and/or gender-based Harassment and other forms of sexual misconduct, refer to the Yale Sexual Misconduct Policies and Related Definitions.

Retaliation

Retaliation means any adverse action taken against a person who has reported a concern, filed a complaint, and/or participated in an investigation pursuant to this policy. Retaliation includes conduct that would discourage a reasonable person from engaging in activity protected under this policy. Retaliation may be present even where there is a finding of “no responsibility” on the underlying allegations of Discrimination or Harassment. Retaliation does not mean good faith

actions lawfully pursued in response to a report of Discrimination or Harassment. In determining whether an act constitutes Retaliation, the context of the act will be considered, including the individual’s exercise of free expression in accordance with Yale’s free expression policies.¹

¹ *Yale’s policies and procedures related to Discrimination, Harassment, and Retaliation are not intended to infringe free speech or the free expression of ideas.*

Yale’s Sexual Misconduct Policies and Related Definitions

Yale Sexual Misconduct Policies and Related Definitions

Yale University is committed to maintaining and strengthening educational, working, and living environments founded on 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. Therefore, Yale University prohibits all forms of sexual misconduct. Yale aims to eradicate sexual misconduct through education, training, clear definitions and policies, and serious consequences for policy violations. The University 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 University and Deputy Title IX coordinators address allegations of sexual misconduct.

These policies apply to all members of the Yale community as well as to conduct by third parties (i.e., individuals who are not students, faculty, or staff, including but not limited to guests and consultants) directed toward University students, faculty, or staff members. Conduct that occurs in the process of application for admission to a program or selection for employment is covered

by these policies. These policies also apply to conduct that occurs in Yale-related off-campus activities.

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

Sexual Misconduct

Sexual misconduct incorporates a range of behaviors including sexual assault, 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.

Sexual misconduct often includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently severe or pervasive to constitute sexual harassment is sexual misconduct. Making photographs, video, or other visual or auditory recordings of a sexual nature of another person without their 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 and its Policy on Relationships between Staff Members are also forms of sexual misconduct.

Yale's policies and definitions apply to all members of the Yale community, regardless of their sex or gender.

NOTE: Federal regulations for the

implementation of Title IX of the Education Amendments of 1972 provide detailed rules for addressing formal complaints about some types of sexual misconduct. Sexual misconduct covered by these regulations is referred to below as "*Title IX sexual misconduct*". Yale's broader definitions of sexual misconduct include Title IX sexual misconduct. For questions about Title IX sexual misconduct or the rules applicable to formal complaints, please contact a *Title IX Coordinator* or the *UWC*.

Sexual Harassment

Sexual harassment consists of unwelcome 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.

Sexual Assault

Sexual assault is any kind of nonconsensual sexual contact, including rape, groping, or any other form of nonconsensual sexual touching.

Sexual Consent

Under Yale's policies, sexual activity requires affirmative consent, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred

merely 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 by any participant 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 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 one knows – or reasonably should know – to be incapacitated constitutes sexual misconduct.

Guidance Regarding Sexual Consent

Consent can be accurately gauged only 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. Talking with sexual partners about desires and limits may seem awkward, but it serves as the basis for positive sexual experiences shaped by mutual willingness and respect.

When alcohol or other drugs are involved, incapacitation is a state beyond drunkenness or intoxication. An inability to remember events is not on its own sufficient to demonstrate

incapacitation. A person may be able to make and act on a considered decision to engage in sexual activity but not remember having done so.

Intimate Partner Violence

Intimate partner violence (IPV) occurs when a current or former intimate partner uses or threatens physical or sexual violence. IPV also may take the form of a pattern of behavior that seeks to establish power and control by causing fear of physical or sexual violence. Stalking may also constitute IPV.

Intimate Partner Violence may be accompanied by a range of abusive/controlling behaviors by a current or former intimate partner, such as verbal, emotional, or financial abuse. If you have experienced any of these behaviors, the SHARE Center and Title IX coordinators are available to assist you.

Stalking

Stalking is repeated or obsessive unwanted attention on the basis of sex that is directed toward an individual or group and that is likely to cause alarm, fear, or substantial emotional distress. Stalking may take many forms, including following, lying in wait, monitoring, and pursuing contact. Stalking may occur in person or through a medium of communication, such as letters, email, text messages, or phone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

Policy on Teacher-Student Consensual Relations

The integrity of the teacher-student relationship is the foundation of the University’s educational mission. This relationship vests considerable

trust in the teacher, who, in turn, bears authority and accountability as a mentor, educator, and evaluator. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for coercion. The pedagogical relationship between teacher and student must be protected from influences or activities that can interfere with learning and personal development.

Whenever a teacher is or in the future might reasonably become responsible for teaching, advising, or directly supervising a student, a sexual or romantic relationship between them is inappropriate and must be avoided. In addition to creating the potential for coercion, any such relationship jeopardizes the integrity of the educational process by creating a conflict of interest and may impair the learning environment for other students. Finally, such situations may expose the University and the teacher to liability for violation of laws against sexual harassment and sex discrimination.

Therefore, teachers must avoid sexual or romantic relationships with students over whom they have or might reasonably expect to have direct pedagogical or supervisory responsibilities, regardless of whether the relationship is consensual. Conversely, teachers must not directly supervise any student with whom they have a sexual or romantic relationship.

Undergraduate students are particularly vulnerable to the unequal institutional power inherent in the teacher-student relationship and the potential for coercion, because of their age and relative lack of maturity. Therefore, no teacher shall have a sexual or romantic relationship with any undergraduate student, regardless of whether the teacher currently exercises or expects to have any pedagogical or supervisory responsibilities over that student.

Teachers or students with questions about this policy are advised to consult with the University Title IX Coordinator, the Title IX Coordinator of their school, the department chair, the appropriate dean, the Provost, or one of their designees. Students or other members of the community may lodge a complaint regarding an alleged violation of this policy with the University Title IX Coordinator, with the Title IX coordinator of their school, or with the University-Wide Committee on Sexual Misconduct.

Violations of the above policies by a teacher will normally lead to disciplinary action. For purposes of this policy, “direct supervision” includes the following activities (on or off campus): course teaching, examining, grading, advising for a formal project such as a thesis or research, supervising required research or other academic activities, serving in such a capacity as Director of Undergraduate or Graduate Studies, and recommending in an institutional capacity for admissions, employment, fellowships, or awards.

“Teachers” includes, but is not limited to, all ladder and instructional faculty of the University. “Teachers” also includes graduate and professional students and postdoctoral fellows and associates only when they are serving as part-time acting instructors, teaching fellows or in similar institutional roles, with respect to the students they are currently teaching or supervising. “Students” refers to those enrolled in any and all educational and training programs of the University. Additionally, this policy applies to members of the Yale community who are not teachers as defined above, but have authority over or mentoring relationships with students, including athletic coaches, supervisors of student employees, advisors and directors of student

organizations, Residential College Fellows, as well as others who advise, mentor, or evaluate students.

Yale Policy on Relationships between Staff Members

Staff are expected to avoid romantic or sexual relationships with employees and trainees for whom they have or might reasonably expect to have supervisory or reporting responsibilities.

Under no circumstances can a supervisor directly supervise or evaluate any employee or trainee with whom they have or have had a romantic or sexual relationship. If such a relationship exists or develops, the supervisor and employee must promptly disclose it to the Department Head or the Human Resources Generalist. Arrangements, which may include reassignment or relocation, will be made to address any issue of conflict of interest. Any decision affecting any aspect of employment (for example, transfer, promotion, salary, termination) must be made by disinterested and qualified supervisory personnel.

Violations of this policy will normally lead to disciplinary action, up to and including termination.

Individuals with questions about this policy or staff concerned about a romantic or sexual relationship in violation of this policy are encouraged to speak with their supervisor, [Human Resources Generalist](#), or any [Title IX Coordinator](#). See [Staff Workplace Policies](#).

Title IX Sexual Misconduct ²

Federal regulations for the implementation of Title IX of the Education Amendments of 1972 provide detailed rules for addressing formal complaints about some types of sexual misconduct. Sexual misconduct covered by these regulations is referred

to as “Title IX sexual misconduct.” Yale’s broader definitions of sexual misconduct include Title IX sexual misconduct. For questions about Title IX sexual misconduct or the rules applicable to formal complaints, please contact a [Title IX Coordinator](#) or the [UWC](#).

The following definitions will apply to allegations of misconduct addressed under Section 4 of the Procedures of the University-Wide Committee on Sexual Misconduct.

Sexual Harassment

Sexual harassment occurs when (1) A Yale employee conditions the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct, or (2) An individual is subjected to unwelcome conduct of a sexual nature determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies the individual equal access to Yale’s education program or activity;

Sexual Assault

Sexual assault is any sexual act directed against another person without the consent of the victim, including rape, sodomy, sexual assault with an object, fondling, incest and statutory rape.

Dating Violence

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be

² All terms and their definitions in this section will be interpreted and applied by Yale in accordance with the definitions contained in 34 C.F.R. § 106.30 (the “Title IX regulations”). Yale’s language is intended to convey the same meaning as the definitions referenced in the Title IX regulations.

determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic violence includes felony or misdemeanor crimes of violence, on the basis of sex, committed:

- by a current or former spouse or intimate partner of the victim,
- by a person with whom the victim shares a child in common,
- by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Connecticut, such as others related by blood or marriage or who presently reside together or have resided together, or
- by any other person against an adult or youth³ victim who is protected from that person's acts under the domestic or family violence laws of Connecticut.

Stalking

Stalking means engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

³ For purposes of this definition, the term "youth" means a person who is 11 to 24 years old.

AFFIRMATIVE ACTION PLANS AND PROGRAMS

For more information and details, visit

<https://oiea.yale.edu/>

The university's affirmative action plans are updated each fall. For more information about the university's affirmative action plans and programs, contact the Office of Institutional Equity and Accessibility. Questions and concerns about the university's compliance with these laws and regulations should be directed to Diane Cornelius Charles, Director, Office of Institutional Equity and Accessibility at 203.432.0849

Women and Members of Minority Groups

In accordance with Executive Orders 11246 and 11375 and subsequent implementing federal regulations, the university maintains an affirmative action plan that addresses the employment of women and members of minority groups in Yale's workforce.

Persons with Disabilities

In accordance with Section 503 of the Rehabilitation Act of 1973, as amended, the university maintains a written affirmative action plan for the employment and advancement in employment of persons with disabilities. The university operates an Employment Accommodation Program for Persons with Disabilities that coordinates the reasonable accommodation process using a case management format.

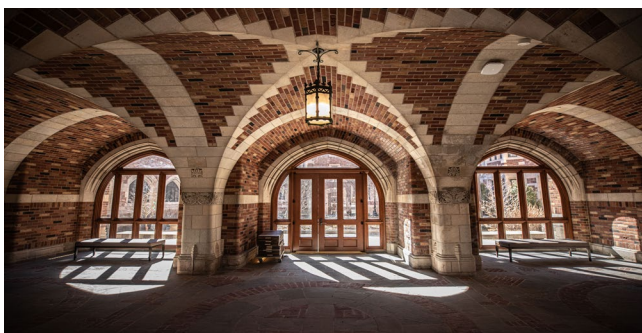
Information obtained about a person's disability is confidential, with certain statutory disclosure exceptions that are (1) for reasonable accommodation purposes, supervisors and

managers may be informed regarding restrictions on the work or duties, (2) first aid and safety personnel may be informed when and if, to the extent appropriate, the conditions might require emergency treatment, and (3) government officials investigating compliance with federal law.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law.

Protected Veterans

In accordance with Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended by the Veterans Employment Opportunities Act of 1998, the university maintains an affirmative action plan for the employment and advancement in employment of persons who are special disabled veterans, veterans of the Vietnam era, and any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. Information obtained about a person's disability is confidential, with certain statutory disclosure exceptions as listed under the description of the Employment Accommodation Program.



OTHER FEDERAL AND STATE EQUAL OPPORTUNITY AND NON-DISCRIMINATION LAWS

Federal

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities that receive federal financial assistance. The university's Title IX Coordinator is Elizabeth Conklin, J.D., Associate Vice President for Institutional Equity, Accessibility, and Belonging and University Title IX Coordinator.

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of a student or employee's disability in university programs and activities. The university's Section 504 Coordinator is Diane Cornelius Charles, Director of the Office of Institutional Equity and Accessibility.

The Americans with Disabilities Act of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. This law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodation. See also the Employment Accommodation Program for Persons with Disabilities.

The Age Discrimination Act of 1975, as amended, and subsequent implementing regulations, prohibits discrimination on the basis of age in programs and activities that receive federal financial assistance. The Age Discrimination in Employment Act of 1967, as amended, prohibits age discrimination in employment. The university's Age Discrimination Act Coordinator

is Diane Cornelius Charles, Director of the Office of Institutional Equity and Accessibility. Title VI of the Civil Rights Act of 1964 forbids discrimination against students on the basis of race, color, or national origin in all federally assisted programs. Employment is generally not covered except when employment is the purpose of the assistance. Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972 forbids discrimination on the basis of race, color, national origin, religion or sex in any term, condition or privilege of employment by unions and by employers. The law was amended in 1972 to include all public and private educational institutions, as well as state and local governments. It applies to all employers, public or private, whether or not they receive any federal funds. Title VII covers all private employers of fifteen or more persons. Individuals with questions or concerns about Title VI or Title VII of the Civil Rights Act can contact Diane Cornelius Charles, Director of the Office of Institutional Equity and Accessibility.

Individuals may contact the Regional Office of the U.S. Department of Education's Office for Civil Rights, Post Office Square, Boston, MA 02109

State

The Connecticut Discriminatory Employment Practices Act prohibits discrimination on the basis of age, ancestry, color, disability, national origin, race, religious creed, sexual orientation, sex, among other protected categories. Questions concerning the state non-discrimination laws may be directed to CHRO, 21 Grand Street, Hartford, CT 06106.

For questions related to Title IX please contact *Elizabeth Conklin*, J.D., Associate Vice President for Institutional Equity, Accessibility, and Belonging and University Title IX Coordinator. For questions related to discrimination or harassment please contact, *Diane Cornelius Charles*, Director, Office of Institutional Equity and Accessibility.

See also the Employment Accommodation Program for Persons with Disabilities at <http://yale.edu/equalopportunity/programs/programs2.html>

GRIEVANCE PROCEDURES OF THE UNIVERSITY

The University's Grievance Procedures are a manifestation of Yale's firm commitment to the policies of equal opportunity and fair treatment in a complex and integrated community. It is of course hoped that in this community, good will and mutual respect will suffice to resolve most grievances. However, the procedures are designed to provide redress where concerns of discrimination or harassment cannot be so resolved. They go beyond the requirements of the law.

They emphasize that the University will not condone racial or sexual harassment or any other act of discrimination on the basis of race, religion, sex, age, national origin, disability, or sexual orientation.

The University comprises Yale College, the Graduate School of Arts and Sciences, and ten professional schools, each of which is composed of a faculty and student body and many different departments and work situations. The procedures have been individually designed to provide appropriate processes to address different kinds of complaints in this complex environment.

Concerns that seem not to be covered by these procedures may always be pursued with an individual responsible for that area of concern, such as with a supervisor or dean or departmental chair.

Conduct prohibited by the *Policy Against Discrimination and Harassment*

When employees or students have concerns regarding conduct prohibited by the Policy Against Discrimination and Harassment or the Sexual Misconduct Policies and Related Definitions, they may contact the Office of Institutional Equity and Accessibility, or their school's Discrimination and Harassment Coordinator or Deputy Title IX Coordinator. Any member of the Yale Community who is unsure as to which of the procedures is available or how to proceed under any particular procedure, should consult with the Office of Institutional Equity and Accessibility.

The Office of Institutional Equity and Accessibility, Discrimination and Harassment Resource Coordinators, or Deputy Title IX Coordinators may employ a variety of means to help resolve concerns, including discussing your options with you and providing support, facilitating a mediated resolution through discussion and engagement, providing training and education, or conducting a factual inquiry or a more formal investigation.

Some concerns may be reported to the appropriate school, supervisor, or dean for review, as follows:

- a student report concerning another student may be referred to the student's school;
- a report concerning a staff member may be referred to the staff member's supervisor and/or Human Resources; and
- a report concerning a faculty member may be referred to the faculty member's dean who will address it according to the Faculty Standards of Conduct and related procedures.

In all cases, a good first step for is to contact either your Discrimination and Harassment Resource Coordinator, Deputy Title IX Coordinator or The Office of Institutional Equity and Accessibility. These resources will work with you to further explain your options and the processes for addressing your concerns.

Review Procedures for Faculty

The review procedures for members of the faculty are published in the Yale Faculty Handbook and available online at <http://provost.yale.edu/faculty-handbook> sections III L and III M.

The review procedures are to be used by individual faculty members who believe they have been treated in a manner inconsistent with University policies on reappointment or promotion.

Where a complaint alleges conduct prohibited by the Policy Against Discrimination and Harassment or Yale's Sexual Misconduct Policies, the matter will be addressed by the University Title IX Coordinator, UWC, or the Office of Institutional Equity and Accessibility as appropriate.

Grievance Policy and Procedures for Postdoctoral Fellows of the School of Medicine

Postdoctoral fellows with appointments at the School of Medicine may use the Grievance Policy and Procedures for Postdoctoral Fellows of the School of Medicine when the individual believes they have been treated in a manner inconsistent with University policies or when the individual believes they have been discriminated against on the basis of race, color, sex, age, disability, religion, national origin, sexual orientation or status as a protected veteran. Complaints of sexual harassment by postdoctoral fellows may be pursued in accordance with Yale's policies regarding sexual misconduct; copies of the procedures may be found at: *Yale Sexual Misconduct Policies and Related Definitions*.

Complaints of Sexual Misconduct (including Harassment)

The University-Wide Committee on Sexual Misconduct is designed to address allegations of sexual misconduct of every kind and is available to students, faculty and staff across the university according to the guidelines described in the Committee's procedures.

The Committee provides an accessible, representative and trained body to answer informal inquiries and fairly and expeditiously address formal and informal complaints of sexual misconduct. The Committee consists of students, faculty and administrative members drawn from throughout the university.

Additionally, Title IX Coordinators are available to respond to complaints. For details, visit

<https://provost.yale.edu/uwc>

For Students – Concerns About Discrimination and Harassment

If you believe that a student, faculty member, or staff member has engaged in discrimination or harassment other than gender discrimination or sexual misconduct, you may report your concerns to either:

(1) your Discrimination and Harassment Resource Coordinators, an administrator at your school who serves as a resource for students with concerns about discrimination or harassment; or (2) the Office of Institutional Equity and Accessibility, (OIEA) a university-wide office which assists with dispute resolution and investigates reports of discrimination and harassment.

Both your Discrimination and Harassment Resource Coordinators and the Office of Institutional Equity and Accessibility may employ

a variety of means to help you to resolve your concerns, including discussing your options with you and providing support, facilitating a mediated resolution through discussion and engagement, providing training and education, or conducting a factual inquiry or a more formal investigation. If it is not possible to reach a resolution satisfactory to both parties, then:

- a report concerning another student may be referred to the student's school for possible disciplinary action;
- a report concerning a staff member may be referred to the staff member's supervisor; and
- a report concerning a faculty member may be referred to the faculty member's dean who will address it according to the Faculty Standards of Conduct and related procedures.

In all cases, the first step for a Yale student seeking to report discrimination or harassment is always the same: contact either your Discrimination and Harassment Resource Coordinators or the OIEA. These two resources will work with you to further explain your options and the processes for addressing your concerns.

For Faculty

The review procedures for members of the faculty are published in the Yale Faculty Handbook and available online at <http://provost.yale.edu/faculty-handbook> sections III L and III M.

Those review procedures are to be used by individual faculty members who believe they have been treated in a manner inconsistent with university policies on reappointment or promotion including the university's policy against discrimination in matters of reappointment or promotion on the basis of race, color, religion, age, sex, disability, sexual orientation,

or national or ethnic origin. The Handbook also specifies the procedure for faculty who believe they have been treated in an unfair or discriminatory manner in connection with professional matters other than reappointment or promotion.

Complaints of sexual harassment by a faculty member may be pursued in accordance with the review procedures set out in the Faculty Handbook.

For Postdoctoral Fellows at the School of Medicine

Postdoctoral fellows with appointments at the School of Medicine may use the “Grievance Policy and Procedures for Postdoctoral Fellows of the School of Medicine” when the individual believes they have been treated in a manner inconsistent with university policies or when the individual believes they have been discriminated against on the basis of race, color, sex, age, disability, religion, national origin, sexual orientation or status as a protected veteran. Complaints of sexual harassment by postdoctoral fellows may be pursued in accordance with Yale’s policies regarding sexual misconduct.

Copies of the procedures may be found at:

<http://smr.yale.edu>

All Regular Non-Probationary Staff Members

Availability of a Dispute Procedure

For those cases in which more informal attempts at resolution of a problem have not been successful, the University is committed to providing staff members a fair procedure for prompt consideration of their complaints. Staff members are encouraged to use this dispute procedure and may do so without fear of reprisal.

The dispute procedure outlined here is available to all regular staff members who have completed their probationary periods. If such a staff member also holds a faculty appointment, they may use this procedure only for complaints relating to the non-faculty appointment.

<https://your.yale.edu/work-yale/staff-workplace-policies#staff-dispute>

Staff Covered by the Bargaining Agreement with Local No. 34

Article XXXVI, Grievance and Arbitration Procedure, of the Agreement between Yale University and Local 34, Federation of University Employees, may be used to address any claim by an employee whose position is covered by the Agreement that the Agreement has been violated, including, but not limited to, the Article on Fair Treatment of Staff Members. For copies of this procedure please call the Labor Management Relations Office at 203.432.8985

Staff Covered by the Bargaining Agreement with Local No. 35

The grievance procedure for members of the Local 35 bargaining unit, which appears as Article XV of the Agreement between the University and Local No. 35, is available to address disputes about the interpretation, applications, or alleged violations of any of the provisions of the Agreement, including, but not limited to, the Article on Nondiscrimination. For copies of this procedure please call the Labor Management Relations Office at 203.432.8985

Special Education Teachers at the Cedarhurst School

Article XX, Grievance and Arbitration Procedure, of the Agreement between Yale University and Local 933, AFT-CT, AFL-CIO, may be used

to address any claim by a member of that bargaining unit that the Agreement has been violated, including, but not limited to, the Article on No Discrimination. For copies of this procedure please call the Labor Management Relations Office at 203.432.8985

Staff Covered by the Bargaining Agreement with the Yale Police Benevolent Association

Article XVI, Grievance Procedure, of the Agreement between Yale University and the Yale Police Benevolent Association (YPBA), may be used to address any claim by an employee whose position is covered by the Agreement that the Agreement has been violated including, but not limited to, the Article I, Section 3 nondiscrimination provision. For copies of this procedure please call the Labor Management Relations Office at 203.432.9822

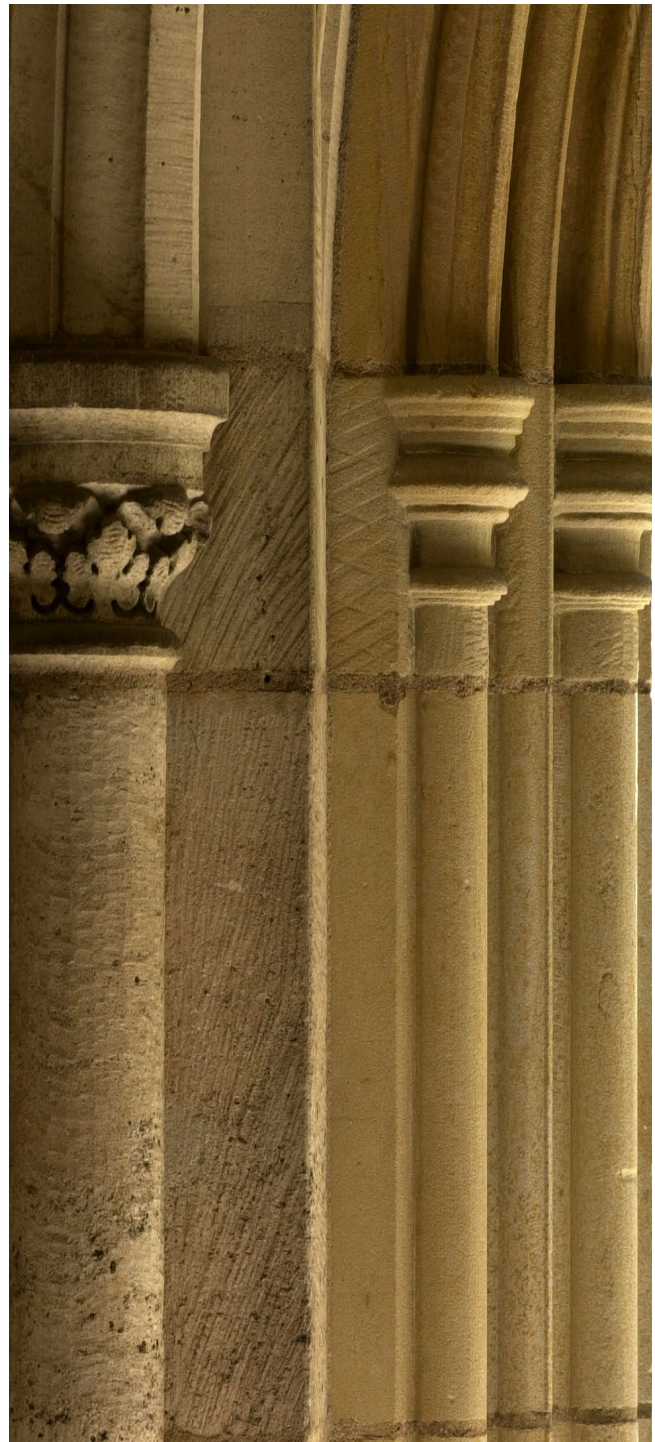
Complaints Against Members of the University Police Department

A complaint against a member of the university's Police Department is to be pursued in accordance with the procedure specified in the Yale University Police Department Manual. Copies of the procedure are available from the Office of the Vice President for Human Resources and Administration, WGS 8th Floor.

Security Officers Covered by the Bargaining Agreement with Yale University Security Officers Association

Article XIII, Grievance and Arbitration Procedure, of the Agreement between Yale University and the Yale University Security Officers Association (YUSOA), may be used to address any claim by

an employee whose position is covered by the Agreement that the Agreement has been violated, including, but not limited to, Article XI on Fair Treatment of Security Officers. For copies of this procedure please call the Labor Management Relations Office at 203.432.9822



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