



Yale University Policy Against Discrimination and Harassment

Yale prohibits discrimination and harassment based on protected characteristics as well as related retaliation. These forms of conduct undermine Yale's mission and our commitment to diversity, equity, and belonging.

What is a protected characteristic?

Under the Policy Against Discrimination and Harassment, protected characteristics include:

- sex
- sexual orientation
- gender identity or expression
- race
- color
- national or ethnic origin
- religion
- age
- disability
- protected veterans
- membership in any other protected classes as set forth in Connecticut and federal law ("protected characteristics").

For questions about the policy, contact the Office of Institutional Equity and Accessibility at equity@yale.edu

Scan for full policy.



Contacts

OFFICE OF INSTITUTIONAL EQUITY AND ACCESSIBILITY:

equity@yale.edu; 203-432-0849
W.L. Harkness Hall, 3rd Floor, Room 302
100 Wall Street, New Haven CT 06511

TITLE IX OFFICE:

titleix@yale.edu; 203-432-6854
W.L. Harkness Hall, 3rd Floor, Room 302
100 Wall Street, New Haven CT 06511



Resources to Address Discrimination and Harassment Concerns at Yale

What options and support might be available?

If you have experienced discrimination or harassment, have concerns about retaliation, witnessed a situation, or just need to talk, we encourage you to seek support. A good first step is to contact either your Discrimination and Harassment Resource Coordinator, Deputy Title IX Coordinator, or the Office of Institutional Equity and Accessibility (OIEA). These resources will work with you to explore potential options such as:

- **Supportive Measures:** Services which may include but are not limited to: extensions of deadlines or other course-related adjustments, modifications of work or class schedules, no contact agreements, and educational conversations.
- **Resolution Pathways:**
 - Informal or Alternative Resolution: Processes for resolving concerns without the need for an investigation.
 - Investigations: Investigations may occur if the facts as presented could violate Yale's Policy Against Discrimination and Harassment and the matter is unable otherwise to be resolved.
- **Education and Training:** Trainings for individuals and groups on resources and reporting options, Yale policies, bystander intervention, promoting inclusive environments, and more.
- **Referrals to counseling and emotional support resources**



Reporting and Assistance

When you have concerns or questions, you have a range of choices for reporting and assistance. You can reach out to any of the resources below to report a concern or to explore your options.

Discrimination and Harassment Resource Coordinators (DHRCs)

<https://dhr.yale.edu>

DHRCs have been identified by the Dean of each graduate/professional school and Yale College as individuals with the responsibility to consult with members of the community about any concerns and questions related to discrimination, harassment, and retaliation.

Deputy Title IX Coordinators

<https://titleix.yale.edu>

Deputy Title IX Coordinators have been identified by the Dean of each graduate/professional school and Yale College as individuals with the responsibility to consult with members of the community about any concerns or questions regarding sex- or gender-based discrimination, including sexual misconduct.

The Office of Institutional Equity and Accessibility (OIEA)

equity@yale.edu • <https://oiea.yale.edu>

OIEA administers Yale's Policy Against Discrimination and Harassment to ensure equitable and inclusive learning and working environments. This includes: response to concerns of discrimination, harassment, and related retaliation, accommodations for faculty with disabilities, religious accommodations, and providing educational workshops and trainings.

Learn more about the above resources here:



Counseling and Emotional Support Resources

Sexual Harassment and Assault Response & Education Center (SHARE)

<https://sharecenter.yale.edu>

Available to all members of the Yale community

SHARE has professional counselors who are available to provide information, support, and advocacy to any member of the Yale community who may be dealing with sexual misconduct of any kind. SHARE is available on weekdays during regular business hours and has a 24/7 on-call service for time-sensitive matters afterhours and on weekends/holidays (203-432-2000).

Mental Health and Counseling (MHC)

<https://yalehealth.yale.edu/department/mental-health-counseling>

Available to Yale students

MHC is committed to addressing Yale students' psychological concerns and helping them achieve their intellectual and personal goals. Individual and group counseling sessions are available. To contact MHC, call 203-432-0290.

Employee Assistance Program


Yale's Personal Wellness Signature Benefits provide eligible staff, faculty, post-doctoral associates, and their household members up to six free confidential counseling sessions per issue—24 hours a day, 7 days a week. For inquiries, call 866-416-6586.

University Chaplain's Office

<https://chaplain.yale.edu>

Available to all members of the Yale community

Chaplains are available from a variety of religious and spiritual traditions for confidential pastoral support and care. Call 203-432-1128 to make an appointment or reach out to any of the chaplains by email.

 Confidential – Does not have Title IX reporting responsibilities