Promoting Institutional Equity, Accessibility and Belonging at Yale University

2021-2022
For the most updated information, visit https://oiea.yale.edu

Photos by Michael Marsland, Joanne Wilcox, Mara Lavitt and Karen King, Dan Renvetti.
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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 https://belong.yale.edu/.

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,

Peter Salovey
President
Chris Argyris Professor of Psychology
Dear Fellow Members of the 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 Belonging 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 Belonging 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,

Kimberly M. Goff-Crews
Secretary and Vice President for University Life
RESOURCES AT A GLANCE

Office of Institutional Equity and Accessibility
http://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
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 | 203.432.2000

LiveSafe App (Bulldog Mobile)
https://your.yale.edu/community/public-safety/
campus-safety-services/bulldog-mobile-livesafe-app

Student Accessibility Services
http://sas.yale.edu

Provost Advisory Committee on
Accessibility Resources
http://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)
http://yalecollege.yale.edu/campus-life/
cultural-affairs-centers/intercultural-affairs-council-iac

Graduate and Professional Schools

School of Medicine, Office for Women in Medicine
http://medicine.yale.edu/owm

Office for Graduate Student Development & Diversity
http://gsas.yale.edu/diversity

Diversity, Inclusion, Community Engagement,
and Equity (DICE)
https://medicine.yale.edu/dice

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

Office of Institutional Equity and Accessibility
OIEA.Yale.edu

Valarie J. Stanley, Senior Director
Diane Cornelius Charles, Associate Director

The Office oversees the university’s affirmative action programs and compliance with equal opportunity policies and laws. The Office reviews and monitors faculty and certain staff searches to ensure that policies on equal opportunity and affirmative action are enforced. The Office coordinates the Employment Accommodation Program for Persons with Disabilities. As the Senior Deputy Title IX Coordinator for Faculty and Staff, the Director works closely with all Title IX Coordinators across campus to address gender equity and gender discrimination issues. The Director is also the university’s Section 504 Coordinator and Age Discrimination Act Coordinator. Any student, employee, or applicant for programs or employment at Yale who is concerned about affirmative action, equal opportunity, racial harassment, or fairness in admission or employment at Yale, either in general or with respect to their own situation, is encouraged to contact the Office.

phone 203.432.0849
fax 203.432.7884
equity@yale.edu
WLH 3rd Floor

Elizabeth Conklin, Associate Vice President for Institutional Equity, Accessibility and Belonging

Elizabeth joined Yale University in the inaugural role of Associate Vice President for Institutional Equity, Accessibility, and Belonging in September 2020. In this role, Elizabeth provides leadership for Yale’s institutional equity, access, and belonging strategy and initiatives. This includes overseeing the Office of Institutional Equity and Accessibility, Student Accessibility Services, and the Office of LGBTQ Resources. Elizabeth’s work also focuses on ensuring training for university community members on responding to discrimination and harassment and creating a culture of belonging to prevent such behaviors.

phone 203.432.7241
fax 203.432.7884
elizabeth.conklin@yale.edu
WLH 3rd Floor
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. 6-7). 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.
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.

Katherine Viera, Co-Chairperson
Frederick Rodriguez, 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.

Cayetana Navarro, Co-Chairperson
Danielle Chiaramonte, 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.

Marilyn Serna, Co-Chairperson
Nicole Ginolfi, Co-Chairperson

The vision of Yale Veterans Network (YVN) is to make Yale the employer of choice for veterans, reservists, and guardsmen while creating a Yale community of veterans and veteran leaders to support and encourage career development and growth of all its members while also serving the veteran community nationwide through national and local community service events.

Shawn Flynn, Co-Chairperson
Tamika Hollis, Co-Chairperson
Yale African American Affinity Group
(YAAA)

Reese McLeod,
Co-Chairperson

James Carr,
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)

Amy Holt,
Co-Chairperson

Daniel Cress,
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.

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  
http://wff.yale.edu

Reina Maruyama, Chair Professor of Physics

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.

Twitter: @wff_yale
Discrimination and Harassment Resource Coordinators
Dhr.yale.edu/discrimination-and-harassment-resource-coordinators

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tanial.lowe@yale.edu

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maurice.nelson@yale.edu

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mayur.desai@yale.edu
Leigh Roberts
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leigh.roberts@yale.edu

Yale College
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Dean of Student Affairs and Senior Associate Dean of Yale College
melanie.boyd@yale.edu
Burgwell Howard
Senior Associate Dean of Yale College, Associate Vice President of Student Life
burgwell.howard@yale.edu
Title IX Coordinators
https://provost.yale.edu/title-ix/coordinators

The university is committed to providing an environment free from discrimination on the basis of sex and gender. Yale provides many resources to students, faculty, and staff to address matters relating to discrimination on the basis of sex, which includes sexual misconduct. Yale College, the Graduate School of Arts and Sciences, and each of the professional schools have designated Deputy Title IX Coordinators to resolve complaints and address issues of gender-based discrimination and sexual misconduct, and to develop and disseminate programs to ensure that students, faculty, and staff work and study in a community that promotes respect and responsibility. The Deputy Coordinators report to the University Title IX Coordinator, who has overall responsibility for compliance with Title IX and related initiatives. Community members with questions or concerns relating to Title IX are encouraged to consult with the University Title IX Coordinator, Deputy Provost Stephanie Spangler, or any of the Deputy Coordinators.

For the most updated list of Title IX Coordinators, visit http://provost.yale.edu/title-ix/coordinators

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

University Title IX Coordinator

Stephanie Spangler,
Vice Provost for Health Affairs & Academic Integrity
stephanie.spangler@yale.edu
203.432.6854

Senior Deputy Title IX Coordinators

For Faculty and Staff
Valarie J. Stanley, Senior Director
Office of Institutional Equity and Accessibility
valarie.stanley@yale.edu | 203.432.0849

Jason Killheffer, Assistant Provost for Academic Integrity
jason.killheffer@yale.edu | 203.432.6854

Deputy Title IX Coordinators

School of Architecture
Tanial Lowe, Registrar
tanial.lowe@yale.edu | 203.432.1023

School of Art
Sandra Burns, Lecturer
sandra.burns@yale.edu | 203.764.0477

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

School of Drama
Chantal Rodriguez, Associate Dean
chantal.rodriguez@yale.edu | 203.432.4781

School of Engineering and Applied Science
Vince Wilczynski, Deputy Dean
vincent.wilczynski@yale.edu | 203.432.4221

Office of Institutional Equity and Accessibility
Jamaal Thomas, Senior Representative,
Office of Institutional Equity and Accessibility
jamaal.thomas@yale.edu | 203.432.0852

School of the Environment
Alyssa Pereira (on leave), Assistant Director of Student Affairs
alyssa.pereira@yale.edu | 203.432.4247

Ksenia Sidorenko (interim), Deputy Title IX Coordinator
ksenia.sidorenko@yale.edu | 203.432.3864

Graduate School of Arts and Sciences
Michelle Nearon, Senior Associate Dean and Director of the Office for Graduate Student Development and Diversity
michelle.nearon@yale.edu | 203.436.1301

Danica Tisdale Fisher, Graduate School Assistant Dean of Diversity
danica.fisher@yale.edu | 203.436.4171
Sexual Harassment and Assault Response & Education Center (SHARE)
http://sharecenter.yale.edu | 203.432.2000

Jennifer Czincz, PhD, 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 is available at any time of the day or night 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 and available for appointments from 9am-5pm Monday-Friday.

Jennifer Czincz, PhD, Director
phone 203.432.0310
jennifer.czincz@yale.edu

Cristy Cantu, LCSW, SHARE Counselor
phone 203.432.2610
cristina.cantu@yale.edu

Anna Seidner, LMSW, SHARE Counselor
phone 203.436.8217
anna.seidner@yale.edu

Freda Grant, MA, SHARE Advocate and Conduct Awareness Program Facilitator
phone 203.436.0494
freda.grant@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 smartphone 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:

Download free LiveSafe mobile app at:

*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 203.432-8854.

*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 203.432-0849.

Promoting Institutional Equity, Accessibility and Belonging at Yale University
Student Accessibility Services (SAS)
http://sas.yale.edu

Sarah Scott Chang, 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
sarah.chang@yale.edu
35 Broadway (rear entrance), Room 222

OISS/International Center for Yale Students and Scholars
http://oiss.yale.edu

Ann Kuhlman, Executive 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 203.432.2305
fax 203.432.7166
ann.kuhlman@yale.edu
421 Temple Street

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
Religious Diversity – Chaplain’s Office

www.yale.edu/chaplain

Sharon Kugler, 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
sharon.kugler@yale.edu
Bingham Hall Lower Level Entryway D
CULTURAL CENTERS
AND COUNCILS

Afro-American Cultural Center
http://afam.yale.edu
https://www.facebook.com/YaleAfAmHouse/

Risë Nelson, Center Director/Assistant Dean of Yale College

Since 1969, the Af Am 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

Sofia Lackiram, Assistant Director

Asian American Cultural Center
www.yale.edu/aacc

Joliana Yee, Center Director/Assistant Dean of Yale College
joliana.yee@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

Sheraz Iqbal, Assistant Director
sheraz.iqbal@yale.edu

Risë Nelson, Center Director/Assistant Dean of Yale College

Joliana Yee, Center Director/Assistant Dean of Yale College

Sofia Lackiram, Assistant Director

Sheraz Iqbal, Assistant Director
La Casa Cultural de Julia De Burgos, the Latino Cultural Center

www.yale.edu/lacasa

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

Eileen Galvez, Assistant Dean and Director

Carolina Dávila, Assistant Director, Program Manager for Student Organizations, Yale College Yale University

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

www.yale.edu/nacc

Matthew Makomenaw, Ph.D. Assistant Dean and Director

Diana Onco- ingyadet, Ed.D 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
diana.onco-ingyadet@yale.edu
26 High Street

Office of LGBTQ Resources

http://lgbtq.yale.edu

Maria Trumpler, Director

Seth Wallace, Social Worker

The Office of LGBTQ Resources provides education, outreach and advocacy on issues of sexual orientation and gender identity and expression for students, faculty, and staff. By connecting members of this community to Yale’s social, cultural, student, and academic programs, the Office works to create a visible LGBTQ community from across the campus. The Office sponsors TransAwareness week in November as well as Pride Month in April. A full calendar of related campus events is on our website. The Director is available for individual conversations as well as group facilitation and individualized trainings.

phone 203.432.0309
lgbtq@yale.edu
Founders Hall, 135 Prospect Street
Intercultural Affairs Council (IAC)
https://yalecollege.yale.edu/communities/intercultural-affairs-council

Risë Nelson, Director, Afro-American Cultural Center/Assistant Dean of Yale College/IAC Chair

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

School of Medicine, Office for Women in Medicine
https://medicine.yale.edu/own

The Office promotes the academic growth of women in medicine and medical sciences. The Office fosters and promotes activities, policies, and strategies beneficial to women in medicine and recognizes the enormous contribution women continue to make to the medical and scientific profession. The Office provides women students, trainees, fellows and faculty access to advisors and mentors. In addition to hosting distinguished women in the medical sciences to the School as speakers, role models, and mentors, the Office sponsors workshops and seminars on professional development and career opportunities.

phone 203.785.4680
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.

Danica Tisdale Fisher, Ph.D.  
Graduate School Assistant Dean of Diversity Deputy Title IX Coordinator/Discrimination & Harassment Resource Coordinator

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.


Rochelle D. Smith,  
Associate Deputy Dean of Diversity and Associate Chief Diversity Officer

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

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Warner House, 1 Hillhouse Ave.
STATEMENTS, STANDARDS AND POLICIES

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
OIEA.Yale.edu

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 Valarie Stanley, Senior Director of the Office of Institutional Equity and Accessibility, WLH 3rd Floor, 203.432.0849.

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, Stephanie Spangler, at 203.432.4446 or at titleix@yale.edu. 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; tel. 617.289.0111, fax 617.289.0150, TDD 800.877.8339, or ocr.boston@ed.gov.

View Yale’s Sexual Misconduct Policies and related definitions.

Policy on Retaliation

Retaliation (https://smr.yale.edu/find-policies-information/retaliation)

Yale University strictly forbids retaliation against individuals who report sexual misconduct, file complaints of sexual misconduct, cooperate in the investigation of sexual misconduct, or those who adjudicate formal complaints of sexual misconduct. This prohibition against retaliation protects complainants, respondents, witnesses, and other persons who have provided or may provide information to a Title IX coordinator or the University-Wide Committee on Sexual Misconduct (UWC).

If you believe you have experienced retaliation, you should consult with a Title IX Coordinator or the UWC Secretary.
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 Valarie J. Stanley, Sr. 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 Stephanie Spangler, Deputy Provost for Health Affairs and Academic Integrity.

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 Valarie J. Stanley, Senior 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 Valarie J. Stanley, Senior 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 Valarie J. Stanley, Senior 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 CCHRO, 21 Grand Street, Hartford, CT 06106.

Individuals with questions may contact Deputy Provost Stephanie Spangler for Title IX inquiries, or Senior Director, OIEA, Valarie J. Stanley, for other discrimination and harassment inquiries.

See also the Employment Accommodation Program for Persons with Disabilities at [http://yale.edu/equalopportunity/programs/programs2.html](http://yale.edu/equalopportunity/programs/programs2.html)
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.

The Office of Institutional Equity and Accessibility also informs individuals about the formal grievance procedures for students and employees. In cases where the individual is not within a group of persons covered by a formal grievance procedure, the Office will review the individual’s complaint. All inquiries are treated in a confidential manner. 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 the General Counsel or with the Office of Institutional Equity and Accessibility.

The brief descriptions below are intended only to identify the procedures, and members of the community should consult the full text of each procedure for its governing provisions. Copies of all grievance procedures are available in the Office of Institutional Equity and Accessibility.

**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,
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](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, he or she 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.