Promoting Diversity and Equal Opportunity at Yale University 2012–2013
# TABLE OF CONTENTS

3  President Levin’s Statement

5  Resources at a Glance

6  Resources and Offices
   - Office for Equal Opportunity Programs
   - Office of Faculty Development and Diversity
   - Office of Diversity and Inclusion
   - Provost Advisory Committee on Resources for Students and Employees with Disabilities
   - Resource Office on Disabilities
   - The Women Faculty Forum
   - Title IX Coordinators
   - Sexual Harassment and Assault Response & Education Center (SHARE)
   - OISS/International Center for Yale Students and Scholars
   - Religious Diversity at Yale

10 Cultural Centers and Councils
   - Afro-American Cultural Center
   - Asian American Cultural Center
   - LaCasa Cultural, The Latino Cultural Center
   - Native American Cultural Center
   - Minority Advisory Council
   - Intercultural Affairs Council (IAC)
   - Office of LGBTQ Resources

14 The Graduate and Professional Schools
   - 2012-2013 Minority Student Coordinators
   - Graduate School of Arts & Sciences Office for Diversity and Equal Opportunity
   - School of Medicine Office for Women in Medicine
   - School of Medicine Ombuds Office
   - School of Medicine Office of Multicultural Affairs

16 Standards, Statements, and Policies
   - Yale University’s Equal Opportunity Statement
   - Definition of Sexual Misconduct
   - Definition of Sexual Consent
   - Definition of Sexual Harassment
   - Policy on Teacher-Student Consensual Relations

19 Affirmative Action Plans and Programs
   - Women and Members of Minority Groups
   - Persons with Disabilities
   - Covered Veterans

20 Other Federal and State Equal Opportunity and Non-Discrimination Laws
   - Federal
   - State

21 Grievance Procedures of the University
PRESIDENT LEVIN’S STATEMENT

Yale’s dedication to equal opportunity in admissions and employment is a commitment that lies at the heart of Yale’s mission. Through the diversity of our students, faculty, and staff—in experience, culture, race, ethnicity, and gender—we are able to cultivate an educational and professional environment that enriches and nurtures the best leaders of this and future generations. The strength of our diversity helps the University attract the most capable and promising individuals from around the world. To continue to be a global leader in higher education, we must continue to attract individuals who understand the world from different perspectives and who bring their own backgrounds, experiences, and accomplishments to the intellectual exchange of ideas that comprise our collective community life.

A university’s deepest values are revealed when policies are set for those who are to be educated at the institution. Certain kinds of inclusion have been a part of Yale’s history from the start. Historically, Yale has made its scholarly resources and its intellectual, cultural, and social advantages available to all students, regardless of their capacity to pay. The University was recognized early on—at a time when, in general, only the wealthy received an education—for striving to include students from all economic strata. In the 19th century, Yale made a concerted effort to keep tuition low so that students of modest means could matriculate; and alumni were among the first from any college in the early 20th century to seek, actively and aggressively, to fund student scholarships.

In the early 1960s, Yale’s leaders began to recognize that the school could no longer remain a top tier university without dramatically broadening its reach. During this time, a commitment was made to providing need-based financial aid. “There is no telling where [the] ablest will appear,” wrote J. Irwin Miller, a Fellow of the Yale Corporation, in 1974. “They can come from families of wealth or poverty; but Yale is committed to finding them wherever they are, men and women, every race, every color, every nationality.”

Today, Yale casts its admissions net worldwide, with an understanding that if one is accepted as an undergraduate, cost need not be a barrier. Over the past decade, the percentage of undergraduates qualifying for need-based scholarships has risen from 37% to 57%. We look contextually at our applicants’ records to assess their accomplishments with an awareness of the opportunities they have been given, and estimate the promise they have for the future—both as members of Yale’s campus community and of the wider communities in which they will eventually live. Not all students come from similar backgrounds, not all have similar strengths, and none of them, we trust, will have finished reaching their full academic or personal potential when applying to Yale. We interpret what they have achieved when they apply as indicative of what they might contribute in later years to the leadership of their communities, the nation, and the world.

Yale has made considerable strides in increasing diversity in the faculty. Frances Rosenbluth, Deputy Provost for Faculty Development and Diversity, continues the work of the 2007 Diversity Initiative, which placed particular focus on the recruitment and mentorship of our faculty from diverse backgrounds, and on the expanded representation of women in science. Recent progress has included the creation of a Science Diversity Fellows program, which provides training for increased diversity in faculty searches, and greater attention on mentoring and childcare. This fall, the faculty advisory committee on diversity will work to issue a reaffirmation of faculty diversity
policies, setting forth the direction of the next five years.

In addition, Yale has long recognized the importance of diversity among its staff. A heterogeneous workforce, comprising the ablest individuals from every walk of life, creates an environment capable of sustaining intellectual discovery and one that can face the challenges of leading and managing the University. Chief Diversity Officer Deborah Stanley-McAulay has led the progress of recent years, such as the successful launch of four staff affinity networking groups for underrepresented populations. This work also includes establishing practices to increase recruitment efforts for underrepresented minority groups and management training to promote respectful work environments.

In every matter of institutional importance, the University’s goal is not just to maintain high standards, but to continuously improve our policies and practices. Accordingly, over the past year, we have intensified our efforts and launched a number of new initiatives to address and prevent sexual harassment and misconduct. Stephanie Spangler, Deputy Provost for Health Affairs and Academic Integrity, was recently appointed as the University Title IX Coordinator. In this capacity she oversees the University’s compliance with Title IX and provides leadership for the development and dissemination of programs to promote a campus culture of respect and responsibility. Additionally, the University-Wide Committee on Sexual Misconduct has been convened to serve as a resource for hearing and addressing complaints of sexual misconduct, with a single, standardized process.

Within the pages of this supplement, you will find the references to policies that Yale sets forth to define expectations for appropriate behavior in the classroom, the workplace, our residential halls and colleges, and in the many places where we gather to teach, to learn, and to come together as colleagues and friends. You also will find a wide variety of offices and individuals to whom you can turn for information or counsel, and committees and procedures designed to protect the rights and welfare of our faculty, students, and employees.

Along with my fellow officers of the University I am dedicated to seeing that Yale, through its affirmative action policies, thrives as a vital, diverse, civil, and safe community for all. We believe that Yale must be in the forefront in this area. “It should not be the function of Yale to reflect American life,” wrote William Clyde DeVane, Dean of Yale College from 1938 to 1963, “but to lead it.”
RESOURCES AT A GLANCE

Office for Equal Opportunity Programs
www.yale.edu/equalopportunity

Office of Faculty Development and Diversity
provost.yale.edu/faculty-development

Office of Diversity and Inclusion
www.yale.edu/hronline/diversity

Provost Advisory Committee on Resources for Students and Employees with Disabilities
yalecollege.yale.edu/content/advisory-committee-disabilities

Resource Office on Disabilities
www.yale.edu/rod

The Women Faculty Forum
www.yale.edu/wff

Title IX Coordinators
provost.yale.edu/titleix

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

Religious Diversity at Yale
www.yale.edu/chaplain/

Cultural Centers and Councils

Afro-American Cultural Center
http://afam.yale.edu

Asian American Cultural Center
www.yale.edu/aacc

LaCasa Cultural, The Latino Cultural Center
www.yale.edu/lacasa

Native American Cultural Center
www.yale.edu/nacc

Minority Advisory Council
http://www.yale.edu/diversity/mac

Intercultural Affairs Council (YAC)
http://yalecollege.yale.edu/content/intercultural-affairs-council-iac

Office of LGBTQ Resources
http://lgbtq.yale.edu

Graduate and Professional Schools

2012–2013 Minority Student Coordinators

Graduate School of Arts & Sciences Office for Diversity and Equal Opportunity
www.yale.edu/graduateschool/diversity

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

School of Medicine Office of Multicultural Affairs
http://medicine.yale.edu/education/omca

School of Medicine Ombuds Office
http://medicine.yale.edu/ombuds

Resources Relating to Sexual Misconduct

Resource Summary
smr.yale.edu

Sexual Harassment and Assault Response & Education Center (SHARE)
sharecenter.yale.edu

University-Wide Committee on Sexual Misconduct
provost.yale.edu/uwc
RESOURCES AND OFFICES

Office for Equal Opportunity Programs
www.yale.edu/equalopportunity
Valarie Stanley, 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 Title IX Coordinator for Employees, 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 admissions or employment at Yale, either in general or with respect to his or her own situation, is encouraged to contact the Office.

phone 203.432.0849
fax 203.432.7884
email equalopportunity@yale.edu
address 221 Whitney Avenue, 3rd Floor

Office of Faculty Development and Diversity
provost.yale.edu/faculty-development
Frances Rosenbluth, Deputy Provost for Faculty Development and Diversity

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 gender and ethnic diversity among Yale’s faculty. 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 diversification as a core institutional priority. In coordination with the Office for Equal Opportunity programs, the Provost’s Faculty Diversity Advisory Council, the Diversity Fellows group, and other University partners, the Office facilitates the recruitment and retention of diverse faculty members; produces orientation and mentoring plans for new faculty; and addresses issues involving child care and work-life balance, among other programs.

phone 203.432.4449
fax 203.432.7107
email faculty.dev@yale.edu
address Warner House, 1 Hillhouse Avenue, Rm. 201

Office of Diversity and Inclusion
www.yale.edu/hronline/diversity
Deborah Stanley-McAulay, Chief Diversity Officer

The Office 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, the Office provides a range of
information, consultation, and training on management issues related to the recruitment and management of a diverse workforce on campus. It also measures and tracks diversity recruitment and internal placement within the University. The Office sponsors four affinity networking groups, to foster community-building within the African-American, Latino, Asian and Lesbian, Bisexual, Gay, Transgender and Queer (LGBTQ) community work populations. Each group promotes greater cultural understanding through events and networking opportunities on campus.

**Resource Office on Disabilities**

www.yale.edu/rod

Judy York, Director

The Resource Office facilitates and ensures a University that is accessible to and inclusive of all students with disabilities. In doing so, it works to remove physical and attitudinal barriers, which may prevent full participation in the community. The Office provides accommodations and technical assistance for students with disabilities, as well as information and awareness training to the community. Students, who wish to request a disability-related accommodation or service, are encouraged to register with the Office, which treats information and documentation confidentially. All Yale community members are welcome to contact us for more information.

**Provost Advisory Committee on Resources for Students and Employees with Disabilities**

http://yalecollege.yale.edu/content/advisory-committee-disabilities

Angela Crowley, 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.

**The Women Faculty Forum**

www.yale.edu/wff

Priya Natarajan, Chair

Supported by the Offices of the President and Provost, the Women Faculty Forum (WFF) is an organization that promotes scholarship on gender and scholarship by women across the University; fosters gender equity; and promotes collegiality and networking amongst faculty, students, administration, and alumnae. With more than 1,000 members across the
University, the WFF produces research on the status of gender parity at the University, events, leadership training, and a junior faculty mentoring program.

phone 203.432.8847; 203.436.4833
fax 203.432.8828
email wff@yale.edu
address 205 Whitney Avenue, Suite 301b, New Haven, CT 06511

Title IX Coordinators
provost.yale.edu/titleix

The University is committed to providing an environment free from discrimination on the basis of sex. Yale provides many resources to students, faculty and staff to address matters relating to discrimination on the basis of sex, which includes sexual misconduct. Each School including Yale College has a senior administrator assigned as a Deputy Title IX Coordinator 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.

University Title IX Coordinator
Stephanie Spangler, Deputy Provost for Health Affairs and Academic Integrity
stephanie.spangler@yale.edu · 203.432.4446

Deputy Title IX Coordinators

For Employees
Valarie Stanley, Director, Office for Equal Opportunity Programs
valarie.stanley@yale.edu · 203.432.0849

School of Architecture
Margaret Deamer, Professor
peggy.deamer@yale.edu · 203.432.7549

School of Art
Lisa Kereszi, Lecturer
lisa.kereszi@yale.edu · 203.432.2622

Divinity School
Lisabeth Huck, Registrar
lisabeth.huck@yale.edu · 203.432.5312

School of Drama
Joan Channick, Associate Dean
Professor (Adj.) Theater Management
joan.channick@yale.edu · 203.436.9048

School of Engineering and Applied Science
Vince Wilczynski, Deputy Dean
vincent.wilczynski@yale.edu · 203.432.4200

School of Forestry & Environmental Studies
Joanne DeBernardo, Assistant Dean, Student Services
joanne.debernardo@yale.edu · 203.432.6286

Graduate School of Arts and Sciences
Pamela Schirmeister, Associate Dean, Graduate School
Associate Dean and Dean for Special Projects, Yale College
pamela.schirmeister@yale.edu · 203.432.5664
Law School
Jean Koh Peters
Sol Goldman Clinical Professor of Law
jean.peters@yale.edu · 203.432.4800

School of Management
Rebecca Udler, Senior Associate Director,
Student and Academic Services
rebecca.udler@yale.edu · 203.432.7501

School of Medicine
Merle Waxman, Associate Dean
merle.waxman@yale.edu · 203.737.4100

School of Music
Paul Hawkshaw, Deputy Dean
paul.hawkshaw@yale.edu · 203.432.1970

School of Nursing
Lois Sadler, Professor, Assistant Dean for
Academic Affairs
lois.sadler@yale.edu · 203.737.1497

School of Public Health
Melinda Pettigrew, Associate Professor and
Associate Dean of Academic Affairs
melinda.pettigrew@yale.edu · 203.785.5220

Yale College
Pamela Schirmeister, Associate Dean,
Graduate School
Associate Dean and Dean for Special Projects,
Yale College
pamela.schirmeister@yale.edu · 203.432.5664

Sexual Harassment and Assault Response &
Education Center (SHARE)
sharecenter.yale.edu/

The Sexual Harassment and Assault Response &
Education Center (SHARE), provides information,
advocacy and support services to those experiencing
sexual violence, sexual harassment, stalking or inti-
mate partner violence. As first-line crisis responders
to victims of sexual harassment and violence, 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.

Carole T. Goldberg, Psy.D. Director
phone 203.432.0290
e-mail carole.goldberg@yale.edu

Jennifer Czincz, Ph.D., Assistant Director
phone 203.432.0290
e-mail jennifer.czincz@yale.edu

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

Ann Kuhlman, Director

The Office of International Stu-
dents and Scholars (OISS) pro-
vides 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. There are seven library carrels that can be reserved by academic departments for short-term international visitors.

phone 203.432.2305
fax 203.432.7166
e-mail ann.kuhlman@yale.edu and oiss@yale.edu
address 421 Temple Street

Religious Diversity—Yale University 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
e-mail sharon.kugler@yale.edu
address Bingham Hall Lower Level Entryway D

CULTURAL CENTERS AND COUNCILS

Afro-American Cultural Center
http://afam.yale.edu
Rodney Cohen, Assistant Dean and Director
Since the 1960s, the AfAm Center has built understanding of and dialogue about the complex cultural, intellectual, and social backgrounds of members from the African American community and Diaspora, by bringing together undergraduate, graduate and professional students; along with faculty, administrators, staff, alumni and members of the New Haven community. As a place for specialized educational opportunities and leadership development, the AfAm Center seeks to create a campus atmosphere that fosters deep knowledge and respect for African, Afro-Caribbean and African American history, politics, and culture.

phone 203.432.4131
fax 203.432.7369
e-mail rodney.cohen@yale.edu
address 211 Park Street

Asian American Cultural Center
www.yale.edu/aacc
Saveena Dhall, Assistant Dean and Director
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, fac-
ulty 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** 203.432.2900  
**email** saveena.dhall@yale.edu  
**address** 295 Crown Street

---

**La Casa Cultural, The Latino Cultural Center**  
www.yale.edu/lacasa  
http://lacasacultural.tumblr.com/

Rosalinda Garcia, Assistant Dean and 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  
**email** rosalinda.garcia@yale.edu  
**address** 301 Crown Street

---

**Native American Cultural Center**  
www.yale.edu/nacc/

Theodore C. Van Alst, Jr., Ph.D.  
Assistant Dean and 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** 203.432.2900  
**email** theodore.vanalst@yale.edu  
**address** 295 Crown Street
Minority Advisory Council  
http://www.yale.edu/diversity/mac/  
Marvin Chun, Chair  
Professor, Department of Psychology  

The Minority Advisory Council (MAC) advises Yale President Richard C. Levin on issues relating to the welfare of minority groups across all units at Yale. The Council, comprised of students, faculty and staff, is chaired by Marvin Chun, Professor of Psychology and Neurobiology, and Master of Berkeley College. MAC operates like all other committees appointed by the President: it is not a policy-making body. It serves as an advisory council that can bring very specific recommendations to the attention of the President, but the Council does not set policy.

phone 203.432.2742  
fax 203.432.7105  
email marvin.chun@yale.edu  
address Woodbridge Hall; 105 Wall Street

Intercultural Affairs Council (IAC)  
http://yalecollege.yale.edu/content/intercultural-affairs-council-iac  

W. Marichal Gentry  
Senior Associate Dean of Yale College  
Dean of Student Affairs, Dean of Freshman Affairs  

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 203.432.2907  
email marichal.gentry@yale.edu  
address 1 Prospect Avenue, SSS room 102

Office of LGBTQ Resources  
http://lgbtq.yale.edu  

Maria Trumpler, Director  

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  
email lgbtq@yale.edu  
address 319 WLH and Swing Space Ground Floor Suite
THE GRADUATE AND PROFESSIONAL SCHOOLS

2012–2013 Minority Student Coordinators

Each academic year, Minority Student Coordinators are appointed in the Graduate School and in each professional school to focus on minority student education and recruitment.

For the most updated list of Minority Student Coordinators, visit www.yale.edu/equalopportunity/minoritystudentcoordinators.html.

School of Architecture
Bimal Mendis, Assistant Dean
bimal.mendis@yale.edu

School of Art
Marie Lorenz, Assistant Professor
marie.lorenz@yale.edu

Divinity School
Chloe Starr, Professor
chloe.starr@yale.edu

School of Drama
Joan Channick, Associate Dean, Professor (Adjunct) of Theater Management
joan.channick@yale.edu

School of Engineering
Michelle Nearon, Assistant Dean and Director, Office for Diversity & Equal Opportunity
michelle.nearon@yale.edu

School of Forestry & Environmental Studies
Angela Kuhne, Assistant Dean
angela.kuhne@yale.edu

Graduate School
Michelle Nearon, Assistant Dean and Director, Office for Diversity & Equal Opportunity
michelle.nearon@yale.edu

Law School
Kathleen Overly, Associate Dean of Student Affairs
kathleen.overly@yale.edu

School of Management
Chris Grey, Associate Director, Admissions
chris.grey@yale.edu

School of Medicine
Forrester Lee, Professor of Internal Medicine (Cardiology), Associate Dean for Multicultural Affairs
woody.lee@yale.edu

School of Music
Melvin Chen, Deputy Dean
melvin.chen@yale.edu

School of Nursing
Barbara Guthrie, Associate Dean of Academic Affairs
barbara.guthrie@yale.edu

School of Public Health
Trace Kershaw, Associate Professor of Epidemiology & Public Health
trace.kershaw@yale.edu
Graduate School of Arts & Sciences
Office for Diversity and Equal Opportunity
www.yale.edu/graduateschool/diversity
Michelle Nearon, Assistant Dean

The Office is committed to building a supportive community in which underrepresented students who come to the Graduate School are encouraged in their intellectual pursuits and professional goals. The Office provides both thematic programming and individual advising for students across the disciplines as they move through their degree programs, providing them with the sense of community and opportunities for involvement that are essential for any student to succeed. Prospective applicants and current students are equally encouraged to visit or contact the Office to learn more about available resources and mentoring. Students of color, members of the LGBTQ community, women and other diverse students are welcome to contact us for support in adjusting to life as a graduate student, life in Yale’s academic environment, and life in an unfamiliar city.

phone 203.436.1301  
fax 203.432.7765  
email michelle.nearon@yale.edu  
address HGS 127, 320 York Street

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

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  
email merle.waxman@yale.edu  
address SHM L202, 333 Cedar Street

School of Medicine Ombuds Office
http://medicine.yale.edu/ombuds

The Ombuds Office is a neutral, safe, and confidential place where any matter in the School of Medicine community may be discussed with the Ombudsperson. Discussions are not limited in subject and all are held in strict confidence. No formal written records are kept. The Office follows no prescribed sequence of steps, and does not participate in any formal grievance process; the function is to listen, advise, suggest options, make recommendations, and investigate informally with the goal of conflict resolution; to
consider all sides of an issue; to remain neutral and impartial; and to provide appropriate confidentiality.

No action is taken without permission, except when there appears to be an imminent threat of serious harm, and there appears to be no other option except to act without permission.

Inquiries should be directed to Merle Waxman, Ombudsperson, SHM, L202, CONFIDENTIAL LINE 203.737.4100.

email merle.waxman@yale.edu

School of Medicine, Office of Multicultural Affairs
http://medicine.yale.edu/education/omca
Dr. Forrester A. Lee

The Office works with students from diverse ethnic, racial, and social, and economic backgrounds and fosters awareness and an acceptance of diversity as central to life in the Medical Center and the New Haven community.

To promote educational diversity at the School, the Office is involved in the recruitment of students, house staff, and faculty. The Office also supports minority students, faculty, and staff in addressing and seeking solutions to the academic, career, and social needs they may have in their professional development at the School.

phone 203.785.7545
fax 203.737.5507
email woody.lee@yale.edu
address ESH 322, 367 Cedar Street

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 for Equal Opportunity Programs at 203.432.0849.

Yale University’s Equal Opportunity Statement
www.yale.edu/equalopportunity

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, race, color, religion, age, disability, status as a veteran, or national or ethnic origin; nor does Yale discriminate on the basis of sexual orientation or gender identity or expression. University policy is committed to affirmative action under law in employment of women, minority group members, individuals with disabilities, and covered veterans. Inquiries concerning these policies may be referred to the Director of the Office for Equal Opportunity Programs, 221 Whitney Avenue, 3rd floor, 203.432.0849 (Voice).

Definition of Sexual Misconduct

Yale University is committed to maintaining and strengthening an educational, working, and living environment founded on civility and mutual respect. Sexual misconduct is antithetical to the standards and ideals of our community and will not be tolerated. Yale aims to eradicate sexual misconduct through education, training, clear policies, and serious con-
sequences for violations of these policies. Sexual misconduct incorporates a range of behaviors including rape, sexual assault (which includes any kind of nonconsensual sexual contact), sexual harassment, intimate partner violence, stalking, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person or persons. When there is a lack of mutual consent about sexual activity, or there is ambiguity about whether consent has been given, a student can be charged with, and found guilty of, committing a sexual assault or another form of sexual misconduct.

Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. Threatening speech, which is sufficiently serious to constitute sexual harassment, for example, will constitute sexual misconduct. Photographs, video, or other visual or auditory records of sexual activity made without explicit consent constitute sexual misconduct, even if the activity documented was consensual. Similarly, sharing such recordings without explicit consent is a form of sexual misconduct. For example, forwarding a harassing electronic communication may also constitute an offense. Sexual misconduct also includes a violation of Yale's Policy on Teacher-Student Consensual Relations.

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

**Definition of Sexual Consent**

Sexual activity requires consent, which is defined as clear, unambiguous, and voluntary agreement between the participants to engage in specific sexual activity. Consent cannot be inferred from the absence of a “no”; a clear “yes,” verbal or otherwise, is necessary. Although consent does not need to be verbal, verbal communication is the most reliable form of asking for and gauging consent, and individuals are thus urged to seek consent in verbal form. Talking with sexual partners about desires and limits may seem awkward, but serves as the basis for positive sexual experiences shaped by mutual willingness and respect.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. Consent cannot be obtained by threat, coercion, or force. Agreement given under such conditions does not constitute consent.

Consent must be clear and unambiguous for each participant throughout any sexual encounter. Consent to some sexual acts does not imply consent to others, nor does past consent to a given act imply ongoing or future consent. Consent can be revoked at any time. For all of these reasons, sexual partners must evaluate consent in an ongoing fashion and should communicate clearly with each other throughout any sexual encounter.

**Definition of Sexual Harassment**

Sexual harassment is antithetical to academic values and to a work environment free from the fact or appearance of coercion. It is a violation of University policy and may result in serious disciplinary action. Sexual harassment consists of nonconsensual 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 persis-
tent behavior. Conduct that occurs in the process of application for admission to a program or selection for employment is covered by this policy, as well as conduct directed toward University students, faculty, or staff members. In addition, conduct by third parties (i.e., individuals who are neither students nor employees, including but not limited to guests and consultants) is covered by this policy. Both men and women are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex of the harasser. Sexual harassment is a matter of particular concern to an academic community in which students, faculty, and staff are related by strong bonds of intellectual dependence and trust. If members of the faculty, whether professors or teaching fellows, or other Yale employees, introduce sex into a professional relationship with a student, they abuse their position of authority. See the University’s Policy of Teacher-Student Consensual Relations.

**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 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 (see below) must avoid sexual 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, a teacher must not directly supervise any student with whom he or she has a sexual 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 (see below) shall have a sexual or amorous 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 department chair, the appropriate dean, the Provost, or one of his or her designees. If an alleged violation of this policy cannot be resolved informally, a student may lodge a complaint with the dean of the school in which the student is enrolled or where the teacher exercises his or her supervisory responsibilities.

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 non-ladder faculty of the University. It 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.

For a listing of resources available regarding sexual misconduct, visit smr.yale.edu.

**AFFIRMATIVE ACTION PLANS AND PROGRAMS**

For more information and details, visit www.yale.edu/equalopportunity.

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 for Equal Opportunity Programs. Questions and concerns about the University’s compliance with these laws and regulations should be directed to Valarie J. Stanley, Director, Office for Equal Opportunity Programs, at 203 432-0852.

**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.

Covered 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, Director of the Office for Equal Opportunity Programs.

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, Director of the Office for Equal Opportunity Programs.
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. The Connecticut Commission on Human Rights and Opportunities (CCHRO) is the state enforcement agency for the Act.

Individuals with questions may contact Deputy Provost Stephanie Spangler for Title IX inquiries, or Valarie Stanley for Section 504 inquiries. Individuals also may contact the Regional Office of the U.S. Department of Education’s Office for Civil Rights, Post Office Square, Boston, MA 02109. Questions concerning the state non-discrimination laws may be directed to the CCHRO, 21 Grand Street, Hartford, CT 06106.

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 in cases that 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.

Except where explicitly noted, each of the grievance procedures outlined may be used to pursue a complaint of discrimination on the basis of race, sex, religion, national origin, age, disability or sexual orientation. In addition, other types of complaints may be addressed by certain of these, e.g., infringements upon any individual’s right to free expression or unfair treatment in a situation not characterized by the kinds of discrimination specified above.

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 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 for Equal Opportunity Programs.

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 provost.yale.edu/uwc and provost.yale.edu/titleix.
For Students—General Grievance Procedures

There are in Yale College, the Graduate School, and the professional schools, general student grievance procedures for complaints about various issues, including but not limited to complaints of discrimination.

For example, these procedures might be used to address an apparent infringement of an individual student’s right to free expression or a complaint about unfair or arbitrary treatment, whether or not it is characterized by a specific kind of discrimination.

It must be understood, however, that since an instructor’s evaluation of the quality of a student’s work is final, these procedures do not apply in disputes about a grade assigned, unless it is alleged that the determination of the grade resulted from unlawful discrimination. Similarly, these procedures do not apply to any matter inherent in the academic freedom of an instructor, such as, for example, in regard to the syllabus or contents of a course of instruction.

There are two general student grievance procedures: the Dean’s Procedure for Student Complaints (if person complained of is a member of the faculty or administration of the student’s school); and the Provost’s Procedure for Student Complaints (if the person complained of is not a member of the faculty or administration of the student’s school and therefore not subject to the authority of the student’s dean).

In a case where more than one procedure is available, a student may pursue his or her complaint by means of only one procedure; that is, procedures for redress of a complaint may not be used simultaneously or seriatim.

Complaints of Racial or Ethnic Harassment

The President’s Procedure for Addressing Students’ Complaints of Racial or Ethnic Harassment is available to any student for the sole purpose of addressing a complaint of harassment on account of race or ethnic origin by any member of the Yale Community.

It is thus available as an alternative to students who might otherwise use either the Dean’s or the Provost’s procedure for student complaints.

The complete details of the Dean’s, Provost’s, or President’s procedure are available at yale.edu/equalopportunity.

For Faculty

The review procedures for members of the faculty are published in the Yale Faculty Handbook and available online at http://www.yale.edu/provost/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 he or she has been treated in a manner inconsistent with University policies or when the individual believes he or she has been discriminated
against on the basis of race, color, sex, age, disability, religion, national origin, sexual orientation or status as a covered veteran. Complaints of sexual harassment by postdoctoral fellows may be pursued in accordance with the School of Medicine Grievance Procedures for Complaints of Sexual Harassment. Copies of the procedures are available from the Office of the Dean of the School of Medicine.

Managerial and Professional and Other Staff Members Excluded from Bargaining Units

The Staff Grievance Procedure, which is published in the Yale University Personnel Policies and Practices Manual, is available to all regular and temporary managerial and professional employees, as well as those clerical and technical and service and maintenance employees who are excluded from Local No. 34 or Local No. 35 bargaining units. This procedure is available whenever covered employees believe that they have been treated in a manner inconsistent with University policies or believe they have been discriminated against on one of the bases enumerated above or on the basis of their status as a covered veteran.

Copies of the procedure may be obtained online at www.yale.edu/hronline/PersPracWeb/801.html.

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 203.432.9822.

Special Education Teachers at the Cedarhurst School

Article XX, Grievance and Arbitration Procedure, of the Agreement between Yale University and Local 933, afp, 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 203.432.9822.

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 Associate Vice President for Administration, WGS 8th Floor.

Security Officers Covered by the Bargaining Agreement with Security, Police & Fire Professionals of America (SPFPA)

Article XIII, Grievance and Arbitration Procedure, of the Agreement between Yale University and the International Union, Security, Police & Fire Professionals of America (spfpa), Local 502, 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.

The Office for Equal Opportunity Programs 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. If any member of the Yale Community is unsure as to which of the procedures is available or how to proceed under any particular procedure, he or she should consult with the Office of the General Counsel or with the Office for Equal Opportunity Programs.

Complaints of Discrimination and Unfair Treatment: The Informal Process

The Office for Equal Opportunity Programs handles complaints of discrimination and unfair treatment in the application of the University's employment or admissions policies, practices, and procedures. Any student, employee, or applicant for programs or employment at Yale who is concerned about affirmative action, equal opportunity, harassment and other forms of prohibited discrimination, or fairness in admissions or employment at Yale, either in a general sense or with respect to his or her own situation, is encouraged to contact the Office. Talking about a problem with a member of the Office is not a part of any formal grievance procedure. The staff, however, can investigate or mediate a problem as an informal resolution of a situation. Inquiries should be directed to the Office for Equal Opportunity Programs at 203.432.0849.
Yale

www.yale.edu/equalopportunity