Addressing Discrimination and Harassment

August 2020
Belonging at Yale

Everyone has a role to play in making Yale a community where each of us can feel a sense of belonging, and where we can develop our own potential and the potential of our scholarship, research, and practice.

Each of us should expect:

- equal and equitable opportunity to contribute, learn, grow, and succeed,
- rejection of harassment or discrimination,
- accountability for inappropriate actions, and
- the open exchange of ideas.
Yale is committed to an environment of diversity, civility, and intellectual discovery in which all students can thrive.

Yale does not tolerate harassment or any other act of discrimination on the basis of race, religion, sex, age, national origin, disability, sexual orientation, or gender identity and expression.

These acts are contrary to the community standards and ideals of our university. If you experience discrimination or harassment, witness a situation, or just need to talk, we encourage you to seek support.

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Video on Discrimination and Harassment Resources

https://www.youtube.com/watch?v=c7DgIJ44wtw&feature=youtu.be
Protected Characteristics

Yale’s Equal Opportunity Statement names ten protected characteristics:

- Sex
- Race
- Color
- Religion
- Age
- Disability
- Protected Veteran Status
- National or Ethnic Origin
- Sexual Orientation
- Gender Identity or Expression

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Discrimination

Treating a student adversely based on a protected characteristic so as to interfere with or limit the student’s ability to participate in or benefit from any university program, activity, or service.
**Harassment**

Subjecting a student to objectively offensive, unwelcome conduct based on any of the protected characteristics.

Harassment may be a single severe episode or persistent behavior. It is evaluated from the perspective of a reasonable person.
Deans’ Desigenees

The Dean of each school has put systems in place to address allegations of harassment or discrimination. Every school has someone (or more than one person) who serves as the “Dean’s Desigenee” – a member of the school community who is available to talk with any student with a concern. A Dean’s Desigenee can

- hold confidential discussions,
- offer advice and guidance,
- arrange for accommodations, and
- facilitate informal resolutions.

In situations that might meet Yale’s definition of discrimination or harassment, a Dean’s Desigenee can also help a student initiate a formal complaint and investigation.
Dean’s Designees for Yale SOM

Assistant Dean of Academic Affairs and Student Life
Academic Affairs and Student Life
email Sheri
203-432-6013

Director of Community and Inclusion
Community and Inclusion
email Kristen
203-436-9961

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You may also turn to a trusted advisor or mentor:

- A faculty or student affairs staff member
- Residential college head or dean
- Chaplain’s Office
- Yale Police
- Office of LGBTQ Resources
- Student Accessibility Services
- Cultural Centers
- Office of International Students and Scholars

If you’d like to talk with someone about sexual misconduct or gender discrimination, please reach out to SOM’s Title IX Coordinator, Rebecca Udler, or the Title IX Office.
Office of Institutional Equity and Access

Professional staff in OIEA are trained to discuss any incident or concern regarding equal opportunity, racial or sexual harassment, race, religion, sex, age, national origin, disability, sexual orientation, or gender identity and expression. Both are Deputy Title IX Coordinators.

Office members can explain options for handling an incident and help navigate options for reporting and resolving. The office also conducts investigations of complaints.

Valarie Stanley
Director

Jamaal Thomas
Senior Representative

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LiveSafe App

You can use the LiveSafe app to connect with staff in relevant university offices about issues of harassment and discrimination. You can communicate anonymously with the SHARE Center* and Yale Police, and submit confidential messages to the Title IX Office and the Office of Institutional Equity and Access.

* Sexual Harassment and Assault Response & Education Center
Website:  Resources for Students to Address Discrimination and Harassment Concerns

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