

Resources for Equity, Accessibility, and Belonging at Yale



BELONGING AT YALE

August 2022

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 discrimination and harassment,
- accountability for inappropriate actions, and
- the open exchange of ideas.

Learn more at **belong.yale.edu**



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Yale is committed to fostering an environment of diversity, mutual respect, and intellectual discovery in which all students can thrive.

- Yale does not tolerate discrimination or harassment on the basis of sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran, or membership in any other protected classes as set forth in Connecticut and federal law (“protected characteristics”).
- Discrimination and harassment 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.



The Civil Rights Legal Framework

- **Title VI:** Prohibits discrimination in education based on race, color, and/or national origin
- **Title IX:** Prohibits discrimination in education based on sex (includes gender identity, sexual orientation, sexual harassment, sexual misconduct)
- **Title VII:** Related to the employment setting, prohibits discrimination based on race, color, sex, religion, and national origin
- **Age Act:** Prohibits discrimination in education based on age
- **ADA/Section 504:** Prohibits discrimination in education and employment based on disability; sets forth the framework for the provision of reasonable accommodations

Connecticut state laws contain similar protections to those found within the above federal laws



Equity: Protected Characteristics

Yale's Policy Against Discrimination and Harassment names these 10 protected characteristics:

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



Discrimination

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



Harassment

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



Discrimination and Harassment Resource Coordinators

Discrimination and Harassment Resource Coordinators have been identified by the Dean of each college and school as community members with the responsibility to receive concerns and offer advice and guidance related to diversity and inclusion, discrimination and harassment, retaliation, and equal opportunity.

Discrimination and Harassment Resource Coordinators may also help facilitate informal resolution. This may be an individual's best "first stop" in discussing a concern related to Discrimination, Harassment, or Retaliation, particularly as Discrimination and Harassment Resource Coordinators will be knowledgeable about resources specific to their school or college.



Discrimination and Harassment Resource Coordinator for School of Management

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Other Campus Resources

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, you should reach out to the Title IX Coordinator for your school or the Title IX Office.



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Office of Institutional Equity and Accessibility

Any individual who would like to report a concern of Discrimination, Harassment and/or Retaliation may contact the Office of Institutional Equity and Accessibility (“OIEA”). OIEA staff are available to discuss concerns, University resources, and options for resolution, including informal resolution. Where appropriate, OIEA staff are also available to conduct investigations into complaints of Discrimination, Harassment, and/or Retaliation committed by faculty or staff members. Talking with someone at OIEA about a concern or making a complaint does not automatically launch an investigation. It can, however, be an important step to alerting the University about a concern and getting assistance to resolve it.

oiea.yale.edu



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Website: Resources to Address Discrimination and Harassment Concerns

dhr.yale.edu



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Accessibility at Yale

Yale University is committed to providing equal access to and full participation in its programs and activities to people with disabilities.

accessibility.yale.edu

Student Accessibility Services facilitates individualized accommodations for undergraduate, graduate and professional school students with disabilities.



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Title IX Education Amendments of 1972

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

20 U.S.C. §§ 1681 *et seq.*

Yale's Sexual Misconduct Policy Statement

Yale University prohibits all forms of sexual misconduct. Yale aims to eradicate sexual misconduct through education, training, clear definitions and policies, and serious consequences for policy violations.

Preventing and Responding to Sexual Misconduct:
Building a Climate of Safety and Respect at Yale



REV. 7/21

Yale's Sexual Misconduct Definition

Sexual Misconduct incorporates a range of behaviors, including:

- sexual assault
- sexual harassment
- intimate partner violence
- stalking
- violations of the consensual relations policies
- any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing a person

For more information, go to the Sexual Misconduct Response website (smr.yale.edu)

**Online training module available at
smr-training.yale.edu**



Campus Resources

SHARE Center

- Confidential resource for information, advocacy, and support

Title IX Coordinators

- Provide support and information about resources and supportive measures
- Review options for addressing concerns

University Wide Committee

- Yale's internal disciplinary committee for handling formal complaints of sexual misconduct

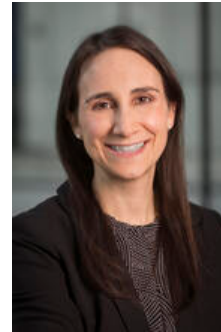
Yale Police

- Sworn police officers; Sensitive Crimes & Support Coordinator
- Conduct criminal investigations and provide services such as safety planning

Deputy Title IX Coordinator for School of Management

Title IX Coordinators:

- Review options for addressing concerns
- Facilitate academic accommodations, no contact agreements, and other supportive measures
- Connect individuals to safety and support resources like the SHARE Center or the Yale Police Department
- Help address broader climate issues



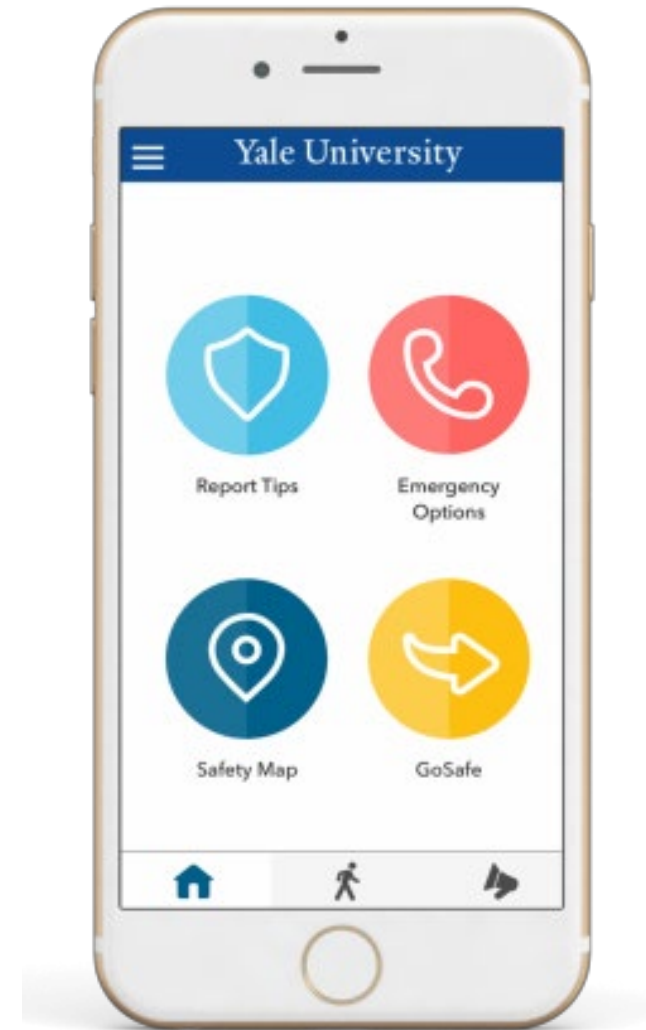
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LiveSafe App

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 messages to the Title IX Office and the Office of Institutional Equity and Accessibility.

* Sexual Harassment and Assault Response & Education Center



Questions?



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