

# Sexual Harassment

## Yale's definition of sexual harassment

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 persistent behavior. All genders are protected from sexual harassment, and sexual harassment is prohibited regardless of the gender of the harasser.

## What does it look like?

- ▶ Violations of Yale's Policy on Teacher-Student Consensual Relations
- ▶ Repeatedly contacting someone after they have implicitly or explicitly expressed disinterest
- ▶ Spreading rumors about a person's sexuality
- ▶ Unwanted letters, notes, phone calls, or social media content of a sexual nature
- ▶ Being touched without your permission in a way that makes you uncomfortable
- ▶ Sexually provocative images, jokes, innuendo, or comments raised in a professional or educational setting
- ▶ Posting information or spreading rumors about someone online, in a public place, or by word of mouth

Feelings and reactions are very personal.  
**If something is upsetting to you, reach out.**

Talk to a friend, Share, a Title IX Coordinator, the Yale Police, or another trusted person to process your experience and explore your options.

## How might someone be affected by sexual harassment?

- ▶ **Performance** – difficulty concentrating
- ▶ **Mood** – depressed, angry, hurt, afraid
- ▶ **Outlook** – feeling helpless, discouraged
- ▶ **Public perception** – fear of being judged or labeled
- ▶ **Loss of trust or lowered self-esteem** – especially in a classroom/lab atmosphere that has a negative environment where a person feels unsupported

## When is it sexual harassment?

- ▶ When conduct occurs in the process of application for admission to a program or selection for employment
- ▶ When behavior is directed toward University students, faculty, or staff members
- ▶ When conduct is perpetrated by third parties (e.g., individuals who are neither students nor employees, including but not limited to guests and consultants)
- ▶ When behavior is perpetrated by professors or teaching fellows, as described in the University's Policy on Teacher-Student Consensual Relations



## RESOURCES

### Campus

SHARE Center.....203.432.2000 (24/7)  
(Sexual Harassment & Assault Response & Education)  
at Yale Health, Lower Level. *Drop-in weekdays 9am-5pm.*  
[www.sharecenter.yale.edu](http://www.sharecenter.yale.edu)

- ▶ If you are concerned about your safety, SHARE urges you to contact the police immediately.
- ▶ The SHARE Center is a confidential/anonymous resource for students, faculty and staff who wish to explore options if they believe they are being sexually harassed
- ▶ SHARE counselors are available 24/7 to offer information, advocacy, and support.

UWC .....203.432.4449  
(University-Wide Committee on Sexual Misconduct)  
[provost.yale.edu/uwc](http://provost.yale.edu/uwc)

- ▶ UWC can help with the process of filing a formal complaint.

Title IX Coordinators ..... [provost.yale.edu/title-ix](http://provost.yale.edu/title-ix)

- ▶ Each School and Yale College has a coordinator to resolve complaints/address issues of gender-based discrimination and sexual misconduct within that school. Stephanie Spangler is the University Title IX Coordinator. Valarie Stanley is the Title IX Coordinator for employees. Students may choose to contact any Title IX Coordinator for any school.

### Public Safety

Yale Police.....203.432.4400  
New Haven Police.....203.946.6316 or 911

### Yale Health

Acute Care.....203.432.0123  
Mental Health & Counseling.....203.432.0290

Check the SHARE website  
for more information:  
[www.sharecenter.yale.edu](http://www.sharecenter.yale.edu)