

Purpose

The Grievance Board for Student Complaints of Sexual Harassment, appointed by the dean of Yale College, is the standing committee of the Yale College faculty charged with addressing formal and informal student complaints of sexual harassment that students in Yale College may bring against students, faculty, and staff of Yale College.

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.

Harassment by peers is as unacceptable as harassment by faculty or staff of the University. Peer harassment can include repeated unwanted telephone calls or e-mails; obscene calls or messages; unwanted touching or fondling; and sexual assault or attempted sexual assault.

In some instances sexual harassment is obvious and may involve some overt action, a threat, or a reprisal. In other instances sexual harassment is subtle and indirect, possibly even unintentional, with a coercive aspect that is unstated. Students may find themselves feeling pressure or unwanted attention in a variety of perplexing situations. They may be unsure whether an experience is appropriately considered sexual harassment. In circumstances such as these, students are encouraged to discuss their concerns with a member of the Board.

The Board is *not* authorized to deal with *formal student-to-student* sexual harassment complaints. A student wishing to bring a formal complaint of

sexual harassment against another undergraduate, a complaint involving possible *discipline* of the student being complained against, should consult the *Yale College Executive Committee*. For more information please visit www.yale.edu/yalecollege/publications/uregs/appendix/executive.

Sexual Harassment

Sexual harassment consists of nonconsensual sexual behavior, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when (1) submission to such conduct is a condition of a person's employment or academic standing; (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.

The Yale College Grievance Board for Student Complaints of Sexual Harassment receives complaints of sexual harassment of an undergraduate by another undergraduate, a member of the faculty of Yale College, an administrator, an employee in Yale College, a teaching fellow, or a freshman counselor. A student may also seek informal and confidential advice from any member of the Grievance Board. For a fuller definition of sexual harassment and the procedures available for addressing complaints of sexual harassment, please visit www.yale.edu/yalecollege/publications/uregs/complaint and www.yale.edu/yalecollege/student_affairs/harassment.

Procedures

- A student may contact any member of the Board, either orally or in writing, about a complaint of sexual harassment.

- As soon as possible, the Board member contacted will set up a confidential meeting to discuss the complaint. The meeting will involve the complainant and two or more Board members of the complainant's choosing. A student may simply come to talk and consult with the Board members about available options and resources.

- Within the Sexual Harassment Grievance Board procedures, the student may choose between two options for filing a grievance. (A) An *informal complaint*: in an informal grievance, the Board does not consider disciplinary action, but (with the complainant's permission) will meet with the person being grieved against to discuss the grievance and possible counseling regarding the behavior being grieved about; in this discussion, the student bringing the grievance need not be identified. The Board will report back to the complainant about that meeting, with appropriate follow-up. (B) A *formal complaint*: If a student decides to file a formal grievance against a member of the faculty of Yale College, an administrator, or any other employee in Yale College, then a written complaint must be filed in which the student filing the complaint is identified. A person found guilty in a formal grievance can receive discipline up to and including removal from the University. A more complete description of the procedures in a formal complaint can be found at www.yale.edu/yalecollege/student_affairs/harassment/pdf/grievance_procedures.pdf.

Some Important Facts to Keep in Mind if You Are a Person Considering Contacting the Board

1. You don't have to make a formal complaint but can simply come to talk and to consult.
2. You may speak in confidence to the entire Board or to just one member.

3. You may come to speak to a member of the Board with someone else (master, dean, teacher, friend, etc.).
4. Your explicit permission or instruction will determine whether a complaint is carried forward by the Board.
5. You may discuss a complaint without being identified to the person named in the complaint, although the full formal procedure cannot go forward unless you are willing to be identified to the person named.
6. If you decide to make a formal complaint, you will be kept informed of the Board's activities, as will the person named in the complaint.
7. Any attempt to penalize you for initiating an inquiry or a complaint will be treated as a separate incident and will be taken up by the Board.
8. You may wish to discuss sexual harassment with someone other than a member of the Board. Using the Board does not exclude other avenues open to students either within the University (talking with masters, deans, freshman counselors, the Yale Women's Center, Consent, etc.) or in the New Haven community (Rape Crisis Services, the criminal justice system).
9. In the case of student-to-student complaints, only the Yale College Executive Committee may impose penalties.

Additional Resources

Sexual Harassment and Assault Resource and Education Center (SHARE), www.yale.edu/yalecollege/student_affairs/harassment/share, 203-432-6653. This is a 24/7 direct hot line.

Mental Health and Counseling Center at University Health Services, 17 Hillhouse Avenue, 3rd floor; 203-432-0290. Also with 24/7 on-call coverage.

Residential college deans and masters, or other members of Yale College

Student groups, including Peer Health Educators, www.yale.edu/uhs/med_services/student_health.html, 203-432-1892; RSVP (Rape and Sexual Violence Prevention), www.yale.edu/wc/rsvp; Residence groups on the Women's Center Web page, www.yale.edu/wc/residence.html; Walden Peer-to-Peer Counseling, www.yale.edu/yhp/med_services/Walden.pdf, 203-432-TALK.

Yale Police, 203-432-4400

New Haven Police, 911

Grievance Board Members 2009–2010

The Grievance Board consists of eight persons: two faculty members, two administrators, three undergraduate students, and one person with counseling experience.

You may call an individual Board member directly; for general information about Board procedures, or to schedule and appointment, call 203-432-2907.

Lisa Driscoll is an assistant clinical professor of psychiatry and a clinical psychologist at University Health Services. Phone 203-432-0290 or e-mail lisa.driscoll@yale.edu.

Sarbani Basu is a professor of astronomy. Phone 203-432-3028 or e-mail sarbani.basu@yale.edu.

W. Marichal Gentry is the dean of student affairs and an associate dean of Yale College. Phone 203-432-2907 or e-mail marichal.gentry@yale.edu.

Peter Parker is the convenor of the Grievance Board and a professor of physics. Phone 203-432-3099 or e-mail peter.parker@yale.edu.

Jasmina Besirevic-Regan is the dean of Trumbull College. Phone 203-432-0722 or e-mail jasmina.besirevic@yale.edu.

Isabel Chen is a senior in Saybrook College. Phone 203-809-8847 or e-mail isabel.chen@yale.edu.

Brian Earp is a senior in Calhoun College. Phone 206-370-9264 or e-mail brian.earp@yale.edu.

Lindsay Szauter is a junior in Davenport College. Phone 832-385-4095 or e-mail lindsay.szauter@yale.edu.

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