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Dear Members of the Yale Community,

Yale’s mission to improve the world and to educate aspiring leaders who serve and contribute to all sectors of society depends upon a community of faculty, staff, students, and alumni drawn from all backgrounds and walks of life. We are unwavering in our commitment to foster an environment in which every person has equal opportunity to contribute, to learn, to grow, and to succeed. We reject harassment and discrimination, and we encourage one another to exchange ideas openly across a range of perspectives.

The world-class research, scholarship, education, preservation, and practice taking place at Yale benefit from diverse strengths, a climate of respect, and discussion and debate among many different points of view. The sense of belonging that each member of our university feels is critical to Yale’s success and future. Building and supporting a community from around the country and around the globe — including individuals with a wide range of ethnic and racial backgrounds, socioeconomic and family upbringings, viewpoints, and talents — enrich our university in immeasurable ways and prepare our students to lead and succeed in an increasingly diverse and interconnected world.

The pages that follow describe a number of Yale policies related to diversity and equal opportunity on our campus. You will find information on the offices and individuals from whom you can seek information or counsel, and the committees and procedures designed to protect the rights and wellbeing of our faculty, students, and employees. This and more information is also available online at https://belong.yale.edu/.

We are all “citizens of Yale.” Citizenship evokes rights, responsibilities, and a sense of belonging. I invite you to join me as we advance Yale’s longstanding commitment to forming a community where each of us can participate in creating knowledge and understanding, always searching for light and truth.

Sincerely,

Peter Salovey
President
Chris Argyris Professor of Psychology
Dear Fellow Members of the Yale Community,

All of us – staff and faculty members, students, and postdoctoral associates – are valued members of this university. Yale’s policies, procedures, and programs, including the Belonging at Yale initiative, help ensure each of us is supported and engaged fully in our work at Yale. Ensuring equal opportunity and creating a welcoming and safe campus, however, requires everyone’s attention and care.

As the officer responsible for Belonging at Yale, I encourage you to become familiar with the contents of this booklet – whether you are reading it as part of orientation to Yale (welcome!) or are a longtime member of the community. Inside, you will find the names and photos of the many individuals who have a special responsibility to help strengthen campus life for all of us. Please get to know them, especially those in your school, unit, or department.

Whatever your role at Yale, you are an important part of this institution. Participating in the life of the university will allow you to develop your capabilities fully, and it will strengthen our collective work serving society and the world, both today and for the future.

With best wishes,

Kimberly M. Goff-Crews
Secretary and Vice President for University Life
RESOURCES AT A GLANCE

Office of Institutional Equity and Access
www.yale.edu/equalopportunity

Office of Diversity and Inclusion
https://your.yale.edu/community/diversity-inclusion/
office-diversity-and-inclusion

Office of Faculty Development and Diversity
http://faculty.yale.edu

The Women Faculty Forum
http://wff.yale.edu

Deans Designees
https://student-dhr.yale.edu/deans-designees

Title IX Coordinators
http://provost.yale.edu/title-ix

Sexual Harassment and Assault Response
& Education Center (SHARE)
http://sharecenter.yale.edu  |  203.432.2000

LiveSafe App (Bulldog Mobile)
https://your.yale.edu/community/public-safety/
campus-safety-services/bulldog-mobile-livesafe-app

Student Accessibility Services
http://rod.yale.edu

Provost Advisory Committee on Resources for
Students and Employees with Disabilities
http://rod.yale.edu/provost-advisory-committee

Oliss/International Center for Yale
Students and Scholars
http://oiss.yale.edu

Religious Diversity at Yale
http://chaplain.yale.edu

Cultural Centers and Councils

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

Asian American Cultural Center
http://aaacc.yalecollege.yale.edu

La Casa Cultural de Julia De Burgos,
the Latino Cultural Center
http://lacasa.yalecollege.yale.edu

Native American Cultural Center
http://nacc.yalecollege.yale.edu

Advisory Committee on Library
Staff Diversity & Inclusion
http://web.library.yale.edu/committees/advisory-committee-
library-staff-diversity-and-inclusion

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

Intercultural Affairs Council (IAC)
http://yalecollege.yale.edu/campus-life/
cultural-affairs-centers/intercultural-affairs-council-iac

Graduate and Professional Schools

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

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

Office for Graduate Student Development & Diversity
http://gsas.yale.edu/diversity

Diversity, Inclusion, Community Engagement,
and Equity (DICE)
https://medicine.yale.edu/dice

Resources Relating to Sexual Misconduct

List of Resources
http://smr.yale.edu

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

University-Wide Committee
on Sexual Misconduct
http://provost.yale.edu/uwc
RESOURCES AND OFFICES
Office of Institutional Equity and Access
www.yale.edu/equalopportunity

Valarie J. Stanley, Senior 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 Senior Deputy Title IX Coordinator for Faculty and Staff, 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 admission or employment at Yale, either in general or with respect to their own situation, is encouraged to contact the Office.

phone 203.432.0849
fax 203.432.7884
equalopportunity@yale.edu
221 Whitney Avenue, 4th Floor

Office of Diversity and Inclusion
http://your.yale.edu/community/diversity-inclusion/
office-diversity-and-inclusion

Deborah Stanley-McAulay, Associate Vice President Employee Engagement and Workplace Culture

The Office of Diversity and Inclusion (ODI) 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, ODI provides a range of information, consultation, and training on issues related to the recruitment and management of a diverse workforce on campus. It measures and tracks diversity recruitment and internal placement within the university. ODI sponsors eight employee resource groups most commonly referred to as affinity groups whose primary focus is to foster community-building (see pp. 6-7). The eight affinity groups are: Working Women’s Network (WWN), Asian Network at Yale (ANY), Yale Latino Networking Group (YLNG), Lesbian Bisexual Gay Transgender and Queer (LGBTQ), the Future Leaders of Yale (FLY), Yale Veterans Network (YVN), the Yale African American Affinity Group (YAAA) and DiversAbility (DAY). Each group assists with recruitment and retention, cultural awareness, community engagement, and networking opportunities on and off the campus. All groups are open to all Yale staff, faculty, and postdocs, representing a diverse range of departments and interests at Yale.

phone 203.432.9667
fax 203.432.6267
diversity@yale.edu
221 Whitney Avenue, 4th Floor
The Working Women’s Network (WWN) provides programs and resources to Yale University’s women employees, and champions the exploration and pursuit of personal and professional goals in order to enhance their individual success while also furthering the advancement of the university.

Jordon Jefferson, Co-chairperson  
Nandi Cummings, Co-chairperson

The Yale Latino Networking Group (YLNG) seeks to promote a community of interest among Latino staff members, and to promote an inclusive and empowering work environment for all Yale employees. We strive to build a support network for Latino staff at all levels, and to strengthen our professional and social relationships between Latino employees, the university, and the outside community.

Diane Chandler, Co-Chairperson  
Jose Orlando DeJesus, Co-Chairperson

The Asian Network @ Yale (ANY) seeks to connect professionals of the Asian Heritage community in the interest of shared values and concerns. Our mission is to enlighten, inspire, and empower the active and dynamic Asian Heritage community of faculty, staff, and professionals here at Yale University.

Jean Chang, Co-Chairperson  
Naureen Rashed, Co-Chairperson

The Future Leaders of Yale (FLY) provides a voice for early career professionals, future leaders, and others in the early stages of their career trajectories who are seeking to develop and strengthen their long-term opportunities and impact at Yale. Through networking, professional development, mentorship, and encouraging career advancement, FLY supports the recruitment, retention, and advancement of qualified early career professionals. By doing so, FLY will contribute to the longevity, strength, and value of the university as well as the greater New Haven community.

Katie Rowe, Co-Chairperson  
Celestina Perone, Co-chairperson
Lesbian Gay Bisexual Transgender Queer (LGBTQ)

The Lesbian Gay Bisexual Transgender Queer Affinity Group (LGBTQ) was created to foster a more welcoming and respectful campus community for lesbian, gay, bisexual, transgender, and queer individuals and their allies with a primary focus on retention and edification of Yale employees.

Yale African American Affinity Group (YAAA)

The Yale African American Affinity Group (YAAA) exists to provide a forum where staff, faculty, post docs, and the New Haven Community can promote awareness of the culture, share professional insights, acquire information and provide leadership on careers and the work environment within Yale. YAAA focuses its efforts on facilitating hiring, retention, education, mentorship, and career advancement of African-American talent at all levels, thereby assisting the university to achieve its diversity goals.

Yale Veterans Network (YVN)

The vision of Yale Veterans Network (YVN) is to make Yale the employer of choice for veterans, reservists, and guardsmen while creating a Yale community of veterans and veteran leaders to support and encourage career development and growth of all its members while also serving the veteran community nationwide through national and local community service events.

DiversAbility at Yale (DAY)

The DiversAbility at Yale (DAY) Affinity Group creates an environment that is open and inclusive for all individuals impacted by disability through engagement, education, and advocacy. The group also focuses on ways to support the recruitment, retention and advancement of people with disabilities. The group is open to all Yale staff, faculty, and postdocs, with or without a disability, representing a diverse range of departments and interests at Yale.
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 faculty excellence through diversity, equity, and inclusion. 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 inclusivity as a core institutional priority. In coordination with the Office of Institutional Equity and Access, the Provost’s Faculty Diversity Advisory Council, the Office facilitates best and inclusive practices for faculty recruitment, retention, promotion, and advancement to leadership. The Office offers new faculty orientation programs, workshops on inclusive search and promotion processes, and faculty career advancement programs.

Faculty Development and Diversity
phone 203.432.2049
richard.bribiescas@yale.edu
https://provost.yale.edu/who-we-are/richard-g-bribiescas
Twitter: @YaleFaculty
2 Whitney Avenue, Suite 400, Room 447

Faculty Development and Academic Resources
phone 203.432.4450
k.anderson@yale.edu
http://provost.yale.edu/who-we-are/karen-anderson
2 Whitney Avenue, Suite 400, Room 448
Deans Designees

Architecture
Tanial Lowe
Registrar
tanial.lowe@yale.edu

Art
Taryn Wolf
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taryn.wolf@yale.edu

Divinity
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Director of Community Equity
lynn.s.sullivan@yale.edu

Drama
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Senior Associate Dean for Graduate Student Development and Diversity
chantal.rodriguez@yale.edu

Engineering & Applied Science
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Senior Associate Dean for Graduate Student Development and Diversity
michelle.nearon@yale.edu

Forestry & Environmental Studies
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sherilyn.scully@yale.edu

Kristen Beyers
Director of Community and Inclusion
kristen.beyers@yale.edu

Medicine
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Darin Latimore
Deputy Dean for Diversity and Inclusion and Chief Diversity Officer
darin.latimore@yale.edu
Michael Schwartz
Associate Dean for Curriculum
michael.schwartz@yale.edu

Music
Lauren Schiffer
Program Manager
lauren.schiffer@yale.edu

Nursing
Heather Reynolds
Lecturer in Nursing and Minority Student Coordinator
heather.reynolds@yale.edu
Raven Rodriguez
Director of Diversity, Equity, and Inclusion
raven.rodriguez@yale.edu

Public Health
Mayur Desai
Associate Dean for Diversity, Equity, and Inclusion
mayur.desai@yale.edu

Yale College
Camille Lizarribar
Dean of Student Affairs and Senior Associate Dean of Yale College
camille.lizarribar@yale.edu
Burgwell Howard
Senior Associate Dean of Yale College, Associate Vice President of Student Life
burgwell.howard@yale.edu
Title IX Coordinators
https://provost.yale.edu/title-ix/coordinators

The university is committed to providing an environment free from discrimination on the basis of sex and gender. Yale provides many resources to students, faculty, and staff to address matters relating to discrimination on the basis of sex, which includes sexual misconduct. Yale College, the Graduate School of Arts and Sciences, and each of the professional schools have designated Deputy Title IX Coordinators 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

For information and resources on sexual misconduct, visit http://smr.yale.edu

University Title IX Coordinator
Stephanie Spangler,
Vice Provost for Health Affairs & Academic Integrity
stephanie.spangler@yale.edu
203.432.6854

Senior Deputy Title IX Coordinators
For Faculty and Staff
Valarie J. Stanley, Senior Director
Office of Institutional Equity and Access
valarie.stanley@yale.edu | 203.432.0849

Jason Killheffer, Assistant Provost
jason.killheffer@yale.edu | 203.432.6854

Deputy Title IX Coordinators
School of Architecture
Tanial Lowe, Registrar
tanial.lowe@yale.edu | 203.432.1023

School of Art
Sandra Burns, Lecturer
sandra.burns@yale.edu | 203.764.0477

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

School of Drama
Chantal Rodriguez, Associate Dean
chantal.rodriguez@yale.edu | 203.432.4781

School of Engineering and Applied Science
Vince Wilczynski, Deputy Dean
vincent.wilczynski@yale.edu | 203.432.4221

Office of Institutional Equity and Access
Jamaal Thomas, Equity and Access Representative
jamaal.thomas@yale.edu | 203.432.0852

School of Forestry & Environmental Studies
Sean Bogle, Assistant Dean of Student Affairs
sean.bogle@yale.edu | 203.436.6286

Graduate School of Arts and Sciences
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for Graduate Student Development and Diversity
michelle.nearon@yale.edu | 203.436.1301

Denzil Streete, Assistant Dean for Graduate Student Development and Diversity
denzil.streete@yale.edu | 203.436.4171

Law School
Ellen Cosgrove, Associate Dean
ellen.cosgrove@yale.edu | 203.432.7646
Promoting Diversity and Equal Opportunity at Yale University

School of Management
Rebecca Udler, Director,
Academic Affairs & Student Life
rebecca.udler@yale.edu | 203.432.7501

School of Medicine
Merle Waxman, Associate Dean
and Director, Women in Medicine
merle.waxman@yale.edu | 203.737.4100
Rosemarie Fisher, Professor of Medicine,
Director of Resident/Fellow Well-being
rosemari.fisher@yale.edu | 203.688.1449
Darin Latimore, Deputy Dean
and Chief Diversity Officer
darin.latimore@yale.edu | 203.785.6896

School of Music
Stefanie Parkyn, Chief of Staff
stefanie.parkyn@yale.edu | 203.432.4160

School of Nursing
Dena Schulman-Green, Associate Professor
dena.schulman-green@yale.edu | 203.737.2561

School of Public Health
Melinda Pettigrew, Professor and Senior
Associate Dean of Academic Affairs
melinda.pettigrew@yale.edu | 203.737.7667

Yale College
Ksenia Sidorenko, Deputy Title IX Coordinator
ksenia.sidorenko@yale.edu | 475.202.2607

Sexual Harassment and Assault Response & Education Center (SHARE)
http://sharecenter.yale.edu | 203.432.2000

Jennifer Czincz, PhD, Director
The Sexual Harassment and Assault Response & Education Center (SHARE), provides information, advocacy and support services to members of the Yale community who are dealing with sexual misconduct of any kind. 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. The SHARE Center is located at 55 Lock Street New Haven, CT on the Lower Level of Yale Health and is open for scheduled appointments or walk-ins, 9am-5pm Monday-Friday.

Jennifer Czincz, PhD, Director
phone 203.432.0310
jennifer.czincz@yale.edu

John Criscuolo, MA,
Conduct Awareness Program Provider
phone 203.494.6247
john.criscuolo@yale.edu

Cristy Cantu, LCSW, SHARE Counselor
phone 203.432.2610
cristina.cantu@yale.edu

Freda Grant, MA, SHARE Counselor
phone 203.436.0494
freda.grant@yale.edu

Anna Seidner, LMSW, SHARE Counselor
phone 203.436.8217
anna.seidner@yale.edu
LIVESAFE APP
(BULLDOG MOBILE)

LiveSafe App (Bulldog Mobile) is an app that gives students, staff, and faculty on campus an effective way to communicate questions and concerns about equal opportunity and anti-discrimination via a mobile device. With Bulldog Mobile, you can use your smartphone to connect with resources that can help.

LiveSafe App gives you access to SHARE, the Title IX Office, the Office of Institutional Equity and Access, the Yale Police Department and other resources.

For more information on LiveSafe App (Bulldog Mobile) please visit: https://your.yale.edu/community/public-safety/campus-safety-services/bulldog-mobile-livesafe-app

Download free LiveSafe mobile app at: https://your.yale.edu/community/public-safety/campus-safety-services/bulldog-mobile-livesafe-app
promoting diversity and equal opportunity at yale university

student accessibility services (sas)

http://sas.yale.edu

sarah scott chang, director

student accessibility services (sas) helps to facilitate a university that is accessible to and inclusive of all students with disabilities. in doing so, it works to remove or minimize physical and attitudinal barriers which may prevent full participation in the community. sas provides accommodations for students with disabilities, as well as information and awareness training to the community. students who wish to request a disability-related accommodation should register with sas, which treats information and documentation confidentially. all yale community members are welcome to contact us for more information.

phone 203.432.2324
fax 203.432.8250
sarah.chang@yale.edu
35 broadway (rear entrance), room 222

provost advisory committee on accessibility resources

http://rod.yale.edu/provost-advisory-committee

carl baum, 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.

phone 203.737.7414
carl.baum@yale.edu
100 york street, suite 1f

oiss/international center for yale students and scholars

http://oiss.yale.edu

ann kuhlman, executive director

the office of international students and scholars (oiss) provides 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.

phone 203.432.2305
fax 203.432.7166
ann.kuhlman@yale.edu
421 temple street
Religious Diversity – 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
sharon.kugler@yale.edu

Bingham Hall Lower Level Entryway D
Afro-American Cultural Center

http://afam.yale.edu

Risë Nelson, Center Director/Assistant Dean of Yale College

Since 1969, 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, including undergraduate, graduate and professional students; faculty, administrators, staff; alumni/ae 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 of and respect for African, Afro-Caribbean and African American history, politics, and culture.

phone 203.432.4131
fax 203.432.7369
AfAmHouse@yale.edu
211 Park Street

Asian American Cultural Center

www.yale.edu/aacc

Joliana Yee, Center Director/Assistant Dean of Yale College
joliana.yee@yale.edu

Sheraz Iqbal, Assistant Director
sheraz.iqbal@yale.edu

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, faculty 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 203.436.4356
aacc@yale.edu
295 Crown Street
La Casa Cultural de Julia De Burgos,  
the Latino Cultural Center

www.yale.edu/lacasa
https://www.facebook.com/LaCasaYale/

Eileen Galvez,  
Assistant Dean and Director

Carolina Dávila,  
Assistant 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
lacasa@yale.edu
301 Crown Street

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.

 Advisory Committee on Library Staff Diversity & Inclusion
Library Administrative Services

http://web.library.yale.edu/committees/advisory-committee-library-staff-diversity-and-inclusion

Camila Tessler  
camila.tessler@yale.edu

Kenya Flash  
kenya.flash@yale.edu

Native American Cultural Center

www.yale.edu/nacc

Matthew Makomenaw,  
Ph.D. Assistant Dean and Director

Diana Onco-Ingaydet,  
Assistant 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.

The Advisory Committee on Library Staff Diversity & Inclusion works with and advises Yale University Library (YUL) administration, managers, and Human Resources on the promotion of diversity and the development of an inclusive YUL. The Committee includes professional and paraprofessional staff from different libraries on campus, as well as representatives from Human Resources and the Associate Vice President for Employee Engagement and Workplace Culture. In particular, the Committee is focused on building a culture of mutual respect at YUL and recruiting and retaining a diverse staff.

phone 203.432.1810
120 High St.
Office of LGBTQ Resources
http://lgbtq.yale.edu

Maria Trumpler, Director

Andrew Dowe, Associate 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
lgbtq@yale.edu
Founders Hall, 135 Prospect Street

Intercultural Affairs Council (IAC)
https://yalecollege.yale.edu/campus-life/cultural-affairs-centers/intercultural-affairs-council-iac

Risë Nelson, Director, Afro-American Cultural Center/Assistant Dean of Yale College/IAC Chair

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 203.432.2906
student.engagement@yale.edu

THE GRADUATE AND PROFESSIONAL SCHOOLS

School of Medicine, Office for Women in Medicine
https://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
merle.waxman@yale.edu
SHM L202, 333 Cedar Street
School of Medicine, Ombuds Office
https://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
phone 203.737.4100
merle.waxman@yale.edu

Office for Graduate Student Development and Diversity
http://gsas.yale.edu/diversity

Michelle Nearon,
Senior Associate Dean
for Graduate Student Development & Diversity

Denzil Streete,
Assistant Dean for Graduate Student Development & Diversity

The Office for Graduate Student Development and Diversity (OGSDD) is committed to expanding the diversity of the student body and to enhancing the intellectual experience of the entire scholarly community. The OGSDD coordinates efforts to recruit and retain students at the Yale Graduate School. The Associate Dean works collaboratively with departments and programs to support the needs of all students as they pursue graduate study and prepares reports on the Graduate School’s progress in recruiting and retaining diverse students. The following programs and activities fall under the purview of the OGSDD: informal advising of prospective and current graduate students, the Summer Undergraduate Research Fellowship (SURF) Program, the Post-Baccalaureate Research Education Programs, Diversity Recruitment Days, Diversity Orientation Day, Diversity Preview Days, Transitions First Year Experience, and the Annual Yale Bouchet Conference on Diversity and Graduate Education. The Assistant Dean and annually appointed graduate student diversity fellows assist with the development and implementation of the previously mentioned programs along with virtual recruitment fairs and webinars, social justice discussion seminars, mentoring programs, workshops and lectures presented by diverse scholars, and social and professional development events.

phone 203.436.1301
michelle.nearon@yale.edu

Warner House 206, 1 Hillhouse Avenue

Diversity, Inclusion, Community Engagement, and Equity (DICE)
https://medicine.yale.edu/dice/

Darin Latimore,
Deputy Dean and Chief Diversity Officer

Dr. Forrester A. Lee,
Associate Dean for Diversity and Inclusion

The Office works with students from diverse ethnic, racial, and social, and economic
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 protected veterans. Inquiries concerning these policies may be referred to the Director of the Office of Institutional Equity and Access, 221 Whitney Avenue, 4th floor. Phone 203.432.0849 | Fax 203.432.7884

**Definition of Sexual Misconduct**

Sexual misconduct incorporates a range of behaviors including sexual assault, sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual or has the purpose or effect of threatening, intimidating, or coercing a person.

Sexual misconduct often includes nonconsensual sexual contact, but this is not a necessary component. For example, threatening speech that is sufficiently severe or pervasive to constitute sexual harassment is sexual misconduct. Making photographs, video, or other visual or auditory recordings of a sexual nature of another person without consent constitutes sexual misconduct, even if the activity documented was consensual. Similarly, sharing such recordings or other sexually harassing electronic communications without consent is a form of sexual misconduct. All members of our community are protected from sexual misconduct, and sexual misconduct is prohibited regardless of the sex or gender of the harasser. Violations of Yale’s Policy on Teacher-Student Consensual Relations and its Policy on Relationships between Staff Members are also forms of sexual misconduct.

**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 of Institutional Equity and Access at 203.432.0849

**Yale University’s Equal Opportunity Statement**

[https://equalopportunity.yale.edu/policies-and-programs](https://equalopportunity.yale.edu/policies-and-programs)

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;
Definition of Sexual Harassment

Sexual harassment consists of unwelcome 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 members of our community are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex or gender of the harasser.

Definition of Sexual Assault

Sexual assault is any kind of nonconsensual sexual contact, including rape, groping, or any other form of nonconsensual sexual touching.

Definition of Sexual Consent

Under Yale's policies, sexual activity requires affirmative consent, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred merely from the absence of a "no." A clear "yes," verbal or otherwise, is necessary. Consent to some sexual acts does not constitute consent to others, nor does past consent to a given act constitute present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked by any participant at any time. Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated due to alcohol, drugs, or some other condition. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity. Engaging in sexual activity with a person whom you know—or reasonably should know—to be incapacitated constitutes sexual misconduct.

Additional Guidance Regarding Sexual Consent

Consent can be accurately gauged only through direct communication about the decision to engage in sexual activity. Presumptions based upon contextual factors (such as clothing, alcohol consumption, or dancing) are unwarranted, and should not be considered as evidence for consent.

Although consent does not need to be verbal, verbal communication is the most reliable form of asking for and gauging consent. Talking with...
sexual partners about desires and limits may seem awkward, but it serves as the basis for positive sexual experiences shaped by mutual willingness and respect.

**Definition of Intimate Partner Violence**

Intimate Partner Violence (IPV) occurs when a current or former intimate partner uses or threatens physical or sexual violence. IPV also may take the form of a pattern of behavior that seeks to establish power and control by causing fear of physical or sexual violence. Stalking may also constitute IPV.

**Definition of Stalking**

Stalking is repeated or obsessive unwanted attention directed toward an individual or group that is likely to cause alarm, fear, or substantial emotional distress. Stalking may take many forms, including following, lying in wait, monitoring, and pursuing contact. Stalking may occur in person or through a medium of communication, such as letters, email, text messages, or telephone calls. In some circumstances, two instances of such behavior may be sufficient to constitute stalking.

**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 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, teachers must not directly supervise any student with whom they have 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 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 University Title IX Coordinator, the Title IX coordinator of
their school, the department chair, the appropriate dean, the Provost, or one of their designees. Students or other members of the community may lodge a formal or informal complaint regarding an alleged violation of this policy with the University Title IX Coordinator, with the Title IX coordinator of their school, or with the University-Wide Committee on Sexual Misconduct.

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. “Teachers” also 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.

**Policy on Relationships Between Staff Members**

Staff are expected to avoid romantic or sexual relationships with employees and trainees for whom they have or might reasonably expect to have supervisory or reporting responsibilities.

Under no circumstances can a supervisor directly supervise or evaluate any employee or trainee with whom they have or have had a romantic or sexual relationship. If such a relationship exists or develops, the supervisor and employee must promptly disclose it to the Department Head or the Human Resources Generalist. Arrangements, which may include reassignment or relocation, will be made to address any issue of conflict of interest. Any decision affecting any aspect of employment (for example, transfer, promotion, salary, termination) must be made by disinterested and qualified supervisory personnel.

Violations of this policy will normally lead to disciplinary action, up to and including termination. Individuals with questions about this policy or staff concerned about a romantic or sexual relationship in violation of this policy are encouraged to speak with their supervisor, Human Resources Generalist, or any Title IX coordinator.

See Staff Workplace Policies [your.yale.edu/work-yale/staff-workplace-policies](http://your.yale.edu/work-yale/staff-workplace-policies)

**Policy on Retaliation**

Retaliation ([https://smr.yale.edu/find-policies-information/retaliation](https://smr.yale.edu/find-policies-information/retaliation))

Yale University strictly forbids retaliation against individuals who report sexual misconduct, file complaints of sexual misconduct, cooperate in the investigation of sexual misconduct, or hear formal or informal complaints of sexual misconduct. This
prohibition against retaliation protects complainants, respondents, witnesses, or other persons who have provided or may provide information to a Title IX coordinator or the University-Wide Committee on Sexual Misconduct (UWC).

If you believe you have experienced retaliation, you should consult with a Title IX coordinator or the UWC Secretary.

**AFFIRMATIVE ACTION PLANS AND PROGRAMS**

For more information and details, visit [http://yale.edu/equalopportunity](http://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 of Institutional Equity and Access. Questions and concerns about the university’s compliance with these laws and regulations should be directed to Valarie J. Stanley, Director, Office of Institutional Equity and Access at 203.432.0849

**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.

**Protected 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, Senior Director of the Office of Institutional Equity and Access.

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, Senior Director of the Office of Institutional Equity and Access.

Title VI of the Civil Rights Act of 1964 forbids discrimination against students on the basis of race, color, or national origin in all federally assisted programs. Employment is generally not covered except when employment is the purpose of the assistance. Title VII of the Civil Rights Act of 1964 as Amended by the Equal Employment Opportunity Act of 1972 forbids discrimination on the basis of race, color, national origin, religion or sex in any term, condition or privilege of employment by unions and by employers. The law was amended in 1972 to include all public and private educational institutions, as well as state and local governments. It applies to all employers, public or private, whether or not they receive any federal funds. Title VII covers all private employers of fifteen or more persons.

Individuals with questions or concerns about Title VI or Title VII of the Civil Rights Act can contact Valarie J. Stanley, Senior Director of the Office of Institutional Equity and Access.

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 J. Stanley, Senior Director 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.

See also the Employment Accommodation Program for Persons with Disabilities at http://yale.edu/equalopportunity/programs/programs2.html
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, sexual orientation, or gender identity or expression. 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 Office of Institutional Equity and Access 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. Any member of the Yale Community who is unsure as to which of the procedures is available or how to proceed under any particular procedure, should consult with the Office of the General Counsel or with the Office of Institutional Equity and Access.

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 of Institutional Equity and Access.

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,
Promoting Diversity and Equal Opportunity at Yale University

faculty and administrative members drawn from throughout the university.

Additionally, Title IX Coordinators are available to respond to complaints. For details, visit https://provost.yale.edu/uwc

For Students — Concerns About Discrimination and Harassment

If you believe that a student, faculty member, or staff member has engaged in discrimination or harassment other than gender discrimination or sexual misconduct, you may report your concerns to either:

(1) your Dean’s Designee, an administrator at your school who serves as a resource for students with concerns about discrimination or harassment; or
(2) the Office of Institutional Equity and Access, (OIEA) a university-wide office which assists with dispute resolution and investigates reports of discrimination and harassment.

Both your Dean’s Designee and the Office of Institutional Equity and Access may employ a variety of means to help you to resolve your concerns, including discussing your options with you and providing support, facilitating a mediated resolution through discussion and engagement, providing training and education, or conducting a factual inquiry or a more formal investigation. If it is not possible to reach a resolution satisfactory to both parties, then:

- a report concerning another student may be referred to the student’s school for possible disciplinary action;
- a report concerning a staff member may be referred to the staff member’s supervisor; and
- a report concerning a faculty member may be referred to the faculty member’s dean who will address it according to the Faculty Standards of Conduct and related procedures.

In all cases, the first step for a Yale student seeking to report discrimination or harassment is always the same: contact either your Dean’s Designee or the OIEA. These two resources will work with you to further explain your options and the processes for addressing your concerns.

For Faculty

The review procedures for members of the faculty are published in the Yale Faculty Handbook and available online at http://provost.yale.edu/faculty-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 they have been treated in a manner inconsistent with university policies or when the individual believes they have been discriminated against on the basis of race, color, sex, age, disability, religion, national origin, sexual orientation or status as a protected veteran. Complaints of sexual harassment by postdoctoral fellows may be pursued in accordance with Yale’s policies regarding sexual misconduct.

Copies of the procedures may be found at:
http://smr.yale.edu

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 protected veteran.

Copies of the procedures may be found at:
http://www.yale.edu/hronline/PersPracWeb/index.html

Staff Covered by the Bargaining Agreement with Local No. 34

Article XXXVI, Grievance and Arbitration Procedure, of the Agreement between Yale University and Local 34, Federation of University Employees, 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 on Fair Treatment of Staff Members. For copies of this procedure please call the Labor Management Relations Office at 203.432.8985

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 203.432.8985

Special Education Teachers at the Cedarhurst School

Article XX, Grievance and Arbitration Procedure, of the Agreement between Yale University and Local 933, AFT-CT, 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 203.432.8985
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 Vice President for Human Resources and Administration, WGS 8th Floor.

Security Officers Covered by the Bargaining Agreement with Yale University Security Officers Association

Article XIII, Grievance and Arbitration Procedure, of the Agreement between Yale University and the Yale University Security Officers Association (YUSOA), 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.

Complaints of Discrimination and Harassment: The Informal Process

The Office of Institutional Equity and Access handles complaints of discrimination and harassment 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 in admissions or employment at Yale, either in a general sense or with respect to their 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. Students are encouraged to speak first with the Deans Designee(s) in their school. The staff, however, can investigate or mediate a problem as an informal resolution of a situation. Inquiries should be directed to the Office of Institutional Equity and Access at 203.432.0849.