

URGE Complaints and Reporting Policy for Yale University

The Yale EPS URGE Pod investigated Yale University's policies for handling complaints, the reporting process, resources, and possible outcomes. The information shared here is public; some of our inquiries directed to the Office of Institutional Equity and Access went unanswered. Overall, the material was challenging to locate and put together into this coherent report. We believe that these obstacles in reporting have the potential to compound the pain an individual is likely already facing when looking to report discrimination.

Links to Yale's Reporting Policies

At Yale University, racial discrimination and sexual harassment reporting policy can be found at <https://oiea.yale.edu/policies-and-programs>.

In the Earth & Planetary Sciences Department, the IDEA (Inclusion, Diversity, Equity, and Antiracism) Committee can lend support and guidance if there is a need to report discrimination, though the committee does not have an official reporting mechanism or disciplinary power. The Department Chair and Directors of Graduate and Undergraduate Studies may also assist in pursuing complaints.

There is no information about how often racial discrimination reporting policies are reviewed or how policies can be changed. However, when reviews are made they are sometime published. Examples of a review from 2019 can be found below: <https://belong.yale.edu/sites/default/files/files/Recommendations.pdf>. There is no annual reporting in the quantity of reports of racial discrimination reported each year.

Reporting mechanisms for discrimination and harassment complaints

For racial discrimination or harassment, complaints can be reported to both the Dean's Designee (<https://student-dhr.yale.edu/deans-designees>) and/or the Institutional Equity and Access (IEA) Office. They may employ a variety of means to help resolve concerns, including discussing options 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.

Talking about a problem with a member of the IEA Office is not part of any formal grievance procedure, but the Senior Director can investigate a solution and help to resolve it informally. The Office informs individuals about the availability of the University's grievance procedures for students and employees. In cases in which the individual is not within a group of persons to which a formal grievance procedure

applies, the Office will review a complaint. All inquiries are treated in a confidential manner (<https://oiea.yale.edu/complaint-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 IEA Office. These two resources will work with you to further explain your options and the processes for addressing your concerns.

According to Yale, "In many cases, complaints can be resolved informally through discussion-based resolution. If you want to file a formal complaint, you should work with the Office of Institutional Equity and Access which will review the options with you."

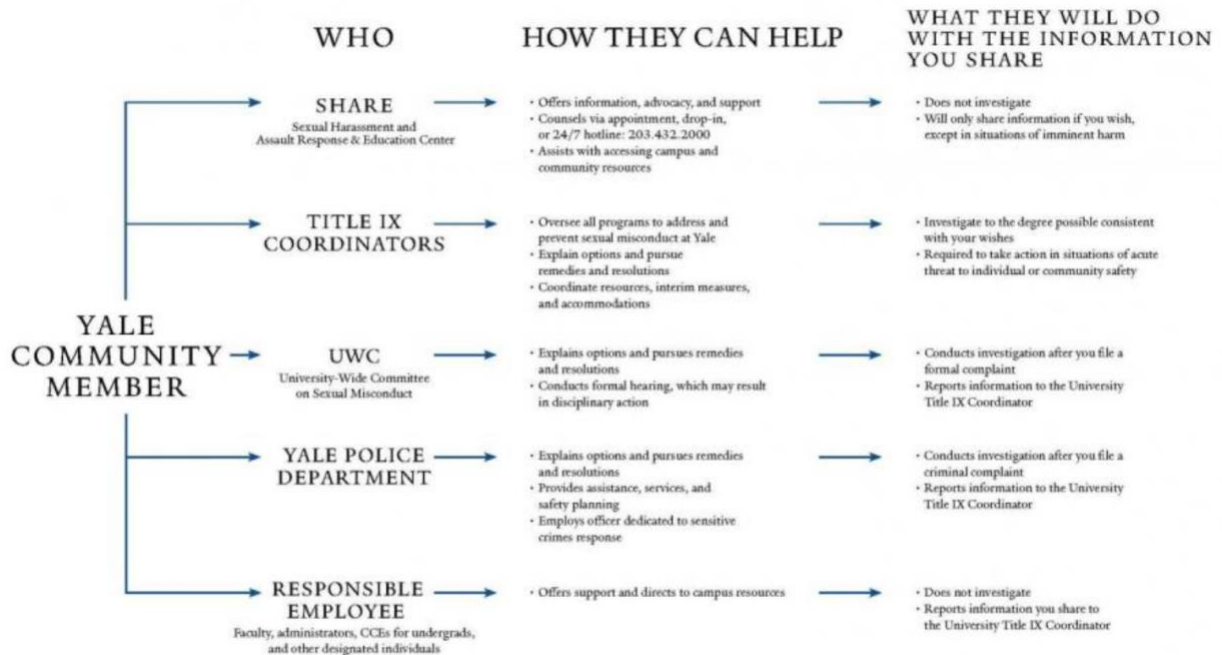
<https://student-dhr.yale.edu/get-help-support>

All complaints addressed to the IEA office can be made by email or in person with an appointment. At the moment, there is no anonymized way to report. In-person appointment requests and emails should be directly addressed to the Office of Institutional Equity and Access Senior Director Valarie Stanley (valarie.stanley@yale.edu). Information can be found at <https://oiea.yale.edu/complaint-procedures>.

There is no information on the process by which bystanders may file a report if they observe an act of racial discrimination.

Students, faculty, or staff with complaints or concerns related to disability or age discrimination are encouraged to contact Valarie Stanley (valarie.stanley@yale.edu).

For sexual harassment, information about assistance and support, reporting an incident, and policies can be found at <https://smr.yale.edu/>. Information about the Title IX office can be found at <https://provost.yale.edu/title-ix>. Here is a summary of possible individuals to whom a report can be made, and the actions that will be taken with your report.



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Consequences for reported individuals

None of Yale's webpages articulate potential consequences for individuals who have been credibly accused of racial discrimination, apart from clarifying that if informal mediations between parties by the OIEA are not satisfactory:

- 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
- 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.

See <https://student-dhr.yale.edu/complaint-resolution>

Outcomes and Consequences

In case of a report made about a student, the student's school may take disciplinary action. There is no information regarding outcomes or consequences if it involves staff or faculty members.

For cases of racial discrimination, we were unable to ascertain whether or not reports are tracked, or by whom. If an individual has been the subject of multiple complaints, it is unclear through our research whether they would be escalated to a disciplinary board.

Resources Available for Individuals Reporting

Yale highlights the following offices who can provide emotional support and guidance for individuals filing reports:

- Yale Health Mental Health & Counseling: 203-432-0290, <https://yalehealth.yale.edu/directory/departments/mental-health-counseling>
- On-call Mental Health Clinician (Yale Health Acute Care): 203-432-0123
- University Chaplains <http://chaplain.yale.edu/people/staff>
- Sexual Harassment and Assault Response & Education (SHARE): 203-432-2000, 24/7 <https://sharecenter.yale.edu/>

Available Title IX-related accommodations include:

- Switching either you or the other person out of a shared class—into a new section, or sometimes a new class altogether
- Temporarily or permanently changing room assignments
- Issuing a “no contact order” in which people are forbidden from interacting
- Having work re-graded in a course where there is a report of instructor sexual harassment
- Allowing a student to withdraw from a course without penalty

Some accommodations and supportive measures can be implemented without the other person’s knowledge or involvement, if that is what you wish (<https://sharecenter.yale.edu/post-assault-care>).

Resources for groups raising issues and proposing changes

In the Department of Earth & Planetary Sciences, the IDEA Committee is eager to receive suggestions and feedback to make the department a more inclusive environment, and work with department members to implement these changes. Contact Committee Chair Maureen Long (Maureen.long@yale.edu). Concerns could alternatively be directed to the Department Chair (David.bercovici@yale.edu).

The IDEA Committee aims to have 1-2 town halls per year to solicit feedback at the departmental level. In the summer of 2020, the committee conducted its first climate survey to assess department members’ experiences with racial discrimination. The committee plans to continue regular administration of climate surveys.

One of the outcomes of the first climate survey of the EPS IDEA committee is that a number of individuals in our department have experienced racial discrimination, but did not report these experiences. They did not know the means by which reports could be filed, or what consequences would occur. The IDEA Committee has made it a priority to make this process more transparent, and to encourage Yale University to provide a more supportive, equitable, and inclusive process by which individuals can report racial discrimination, and be fully supported from the onset of their report to its resolution.