

Yale Policies



While you are at Yale, you will be expected to abide by University policies, including the policies of your department/school, as well as [local, state, and federal laws](#) [1]. Familiarize yourself with these policies to avoid potential repercussions. Even innocent violations could have serious consequences for your immigration status.

Selected Rules & Policies

[Staff Workplace Policies](#)

The [Staff Workplace policies of the University](#) [2] govern aspects of employment for managers and professional staff, as well as administrative staff not covered by union contracts.

It is intended that [these policies](#) [2] be used for the following purposes:

- to provide uniform reference for administering the human resources functions of the University as they affect managerial and professional staff;
- to promote a uniform understanding and application of University policies;
- to identify areas of responsibility for administering and monitoring human resources policy; and
- to provide a reference tool for use in orientation sessions of new staff and incumbents.

[See the full list of all staff policies and procedures on the 'It's Your Yale' site](#) [3].

[Responsible Conduct of Research \(RCR\)](#)

Yale University is committed to the conduct of research and research training activities in a scientifically responsible and ethical manner. The [Responsible Conduct of Research \(RCR\)](#) [4] training is a part of funding requirements for both the National Institutes of Health (NIH) and the National Science Foundations (NSF). [See this website for additional information on who must complete RCR required training](#) [5].

Refer to the [Template Language for Proposal Submissions](#) [6] for assistance in understanding the requirements and elements of RCR education and developing a RCR educational plan.

[Sexual Misconduct and Consent](#)

[Sexual misconduct](#) [7] incorporates a range of behaviors including sexual assault, harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose

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or effect of threatening, intimidating, or coercing a person. [For more details, including definitions, university policies and resources, please visit this page](#) [8]. Yale strives to be a community free of sexual misconduct, by promoting the essential values of respect and responsibility, providing education, and working with students, faculty, and staff to create a community that is safe and supportive for all. Yale takes all complaints and accusations of sexual misconduct seriously. [More information on sexual misconduct resources](#) [9].

[Sexual Consent](#) [10]

Consent can only be accurately gauged 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 serves as the basis for positive sexual experiences shaped by mutual willingness and respect. (Excerpted from [Guidance Regarding Sexual Consent](#) [10].)

[Sexual Harassment and Assault Response & Education \(SHARE\)](#) [11]

[SHARE](#) [11] is available to members of the Yale community who are dealing with **sexual misconduct of any kind**. SHARE responders are Yale University mental health professionals. All calls to SHARE are confidential, and can be anonymous if you wish. SHARE will offer information and support, and sometimes recommendations, but won't tell you what to do — their goal is to help you make your own informed, empowered decisions. [You can call SHARE](#) [12] at any time of night or day, any day of the year: **(203) 432-2000**.

- [Yale Sexual Misconduct Policies and Definitions](#) [13]
- [Sexual Misconduct Scenarios](#) [14]
- [More information on Title IX](#) [15]
- [More on sexual consent \(RAINN\)](#) [16]
- [How to respond if someone is pressuring you \(RAINN\)](#) [17]
- [Consent- It's Simple as Tea](#) [18] (video)

[Domestic Disputes](#)

In the case of violent domestic disputes, call 911 immediately. Any physical assault, including by your spouse or partner, is a crime. Non-consensual intercourse (even in a married couple) is considered rape. These types of crimes are customarily handled by the police, not by others - not even family or close friends.

Source URL: <https://oiss.yale.edu/campus-community-life/for-scholars/legal-considerations/yale-policies>

Links

[1] <https://oiss.yale.edu/campus-community-life/for-students/legal-considerations/us-laws> [2] <https://your.yale.edu/work-yale/staff-workplace-policies> [3] <https://your.yale.edu/policies-procedures> [4] <https://your.yale.edu/research-support/conflict-interest/responsible-conduct-research-rcr> [5] <http://your.yale.edu/research-support/conflict-interest/responsible-conduct-research-rcr> [6] <https://your.yale.edu/policies-procedures/other/reponsible-conduct-research-template-grant-proposals> [7] <https://sharecenter.yale.edu/information-about-sexual-misconduct> [8] <http://sharecenter.yale.edu/information-about-sexual-misconduct> [9] <http://smr.yale.edu/> [10] https://sharecenter.yale.edu/sites/default/files/files/ShareCenter_Consent-PDF%5B1%5D.pdf [11] <http://sharecenter.yale.edu/> [12] <http://sharecenter.yale.edu/contact-us> [13] <http://smr.yale.edu/sexual-misconduct-policies-and-definitions> [14] <http://smr.yale.edu/sites/default/files/files/Sexual-Misconduct-Scenarios.pdf> [15] <http://provost.yale.edu/title-ix> [16] <https://www.rainn.org/articles/what-is-consent> [17]

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<https://www.rainn.org/articles/how-respond-if-someone-persuading-you> [18]

<https://www.youtube.com/watch?v=oQbei5JGiT8>