A Message from Kimberly M. Goff-Crews, Secretary and Vice President for Student Life

Dear students,

I am pleased to share recent improvements to Yale’s processes for reporting, responding to, and preventing discrimination and harassment. These streamlined processes were developed with input from students during a university-wide review [1] led by a national expert, Dr. Ben Reese.

If you believe that a student or a faculty 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 [2], an administrator in your school who serves as a resource for concerns about discrimination or harassment; or

(2) the Office of Institutional Equity and Access [3], the university-wide office that assists with complaint 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 resolve your concerns, including discussing your options and providing you with support, facilitating a mediated resolution through discussion and engagement, providing training and education, or conducting a factual inquiry or a more formal investigation.
The Resources for Students to Address Discrimination and Harassment Concerns [4] website contains more detailed information. These new processes supersede those in school bulletins, which will be updated for 2020-2021.

**Gender Discrimination and Sexual Misconduct**

Resources for addressing gender discrimination, including sexual misconduct, are unchanged.

- For gender discrimination concerns, you should speak to a Title IX coordinator [5].
- For sexual misconduct concerns, you may contact a Title IX coordinator [5], the SHARE Center [6], the University-Wide Committee on Sexual Misconduct [7] (UWC), and the Yale Police Department [8]. Formal complaints of sexual misconduct will be addressed by the UWC.

**Other actions**

I also want to let you know about other steps we are taking to respond to students’ needs and strengthen a culture in which each member feels valued and that they belong.

- We are strengthening resources in the Office of Institutional Equity and Access (OIEA) to increase its capacity to support students and investigate formal complaints.
- Two offices have been renamed for greater clarity: OIEA – formerly the Office for Equal Opportunity Programs – and Student Accessibility Services [9] – formerly the Resource Office on Disabilities, which handles individual accommodations for students.
- The Student Grants for Diversity, Equity, Inclusion, and Belonging program is entering its second year. I invite you or your organization to apply for grants of up to $1500 for an event or speaker that promotes a sense of belonging and community at Yale. The next application deadline is December 4, and you can learn how to apply here [10].

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Yale’s processes, procedures, and programs – including Belonging at Yale [11] – ensure each of us is supported and can engage fully in our work. A welcoming and safe campus is, however, everyone’s responsibility. It requires the whole community’s attention and care.

**Source URL:** https://oiss.yale.edu/news/update-on-belonging-at-yale-new-processes-for-reporting

**Links:**

[3] https://equalopportunity.yale.edu/
[6] https://sharecenter.yale.edu/
[7] https://uwc.yale.edu/
[9] https://sas.yale.edu/