

## Yale University

### **Commitment Statement in support of the National Academies of Sciences, Engineering, and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education**

**September 7, 2023**

Yale University is pleased to continue its commitment to supporting the goals of the National Academies of Sciences, Engineering, and Medicine *Action Collaborative on Preventing Sexual Harassment in Higher Education*. Established in 2019, the Action Collaborative brings together leaders from academic institutions and key stakeholders to collaboratively work toward and share targeted action on addressing and preventing sexual harassment across all disciplines and among all people in higher education. As a founding member of the Action Collaborative, Yale has joined with other institutions of higher education to identify and formulate evidence-based policies and practices at the individual and systems level, to effectively prevent and respond to sexual harassment, and to promote a culture of civility and respect.

Yale is committed to improving the world today and for future generations through outstanding research and scholarship, education, preservation, and practice. Yale educates aspiring leaders worldwide who serve all sectors of society. We carry out this mission through the free exchange of ideas in an ethical, interdependent, and diverse community of faculty, staff, students, and alumni. Sexual harassment is corrosive to the enterprise of discovery and the formation of community and it is therefore antithetical to our mission. For our community to reach its full potential, we must be vigilant in our efforts, at every level, to create an environment where sexual misconduct has no place.

Yale embraces the goals of the Action Collaborative:

- facilitate and inform action on preventing and addressing harassment;
- share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment;
- advance research on sexual harassment prevention, and gather and apply research results across institutions;
- raise awareness about sexual harassment and its consequences, and motivate action to address and prevent it; and
- assess progress in higher education toward reducing and preventing sexual harassment in higher education.

In alignment with the goals of the Action Collaborative, below are several key initiatives that Yale plans to focus on in the upcoming years:

- Alternative resolution of formal complaints of sexual misconduct: Recognizing that persons involved in formal complaints of sexual misconduct may prefer to resolve the allegations without formal proceedings, the university recently established an alternative resolution option, which provides each party with the opportunity to share their understanding of what happened, to hear the other person's understanding of what happened, and to the extent possible, repair the harm that has occurred. While Yale is exploring opportunities to provide alternative resolution in a range of situations, Yale has initiated a "soft launch" of this pathway for sexual misconduct cases; the pathway includes techniques such as conflict coaching, shuttle negotiation and facilitated dialogue.
- Conduct Awareness Program: Yale's Sexual Harassment and Assault Response & Education (SHARE) Center developed and manages the Conduct Awareness Program, an active psychoeducation training program that aims to provide educational information and opportunities for self-reflection in order to promote participants' understanding and empathy related to sexual misconduct behavior, including an examination of broader relationship patterns and dynamics. Participants in the program are either self-referred" (i.e., voluntarily present for services on their own accord, possibly at the suggestion of a peer, staff member, etc.) or are mandated to complete the training after being found responsible for a violation of Yale's sexual misconduct policy.
- Sexual Misconduct Climate Survey: Yale will conduct a campus-wide survey of undergraduate, graduate, and professional students regarding their experiences of sexual misconduct and perceptions of the campus sexual climate. Yale plans to closely review the survey results to expand our information about the prevalence of sexual misconduct on our campus; to assess the impact of our efforts after previous surveys; and to inform our ongoing initiatives to combat sexual misconduct and foster a campus culture in which all students feel safe, respected, and supported.

Yale University remains committed to supporting goals of the National Academies of Sciences, Engineering, and Medicine *Action Collaborative on Preventing Sexual Harassment in Higher Education*.



Peter Salovey  
President  
Chris Argyris Professor of Psychology  
Yale University