

# Resources to Address Discrimination and Harassment Concerns

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## Policies & Definitions

The University's [Policy Against Discrimination and Harassment](https://your.yale.edu/policies-procedures/policies/9000-yale-university-policy-against-discrimination-and-harassment) (<https://your.yale.edu/policies-procedures/policies/9000-yale-university-policy-against-discrimination-and-harassment>) sets forth Yale's commitment to maintaining a non-discriminatory learning and working environment for students, faculty, and staff. If you have any questions about this policy, staff in the [Office of Institutional Equity and Accessibility](https://oiea.yale.edu/) (<https://oiea.yale.edu/>) are available to help you.

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### Yale University's Equal Opportunity Statement

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#### Definition of Discrimination

Discrimination means treating an individual adversely in University admissions or in the conduct of educational programs or employment based on sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran, or membership in any other protected classes as set forth in Connecticut and federal law ("protected characteristics").

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#### Definition of Harassment

Harassment means subjecting an individual to objectively offensive, unwelcome conduct based on any of the protected characteristics, when such conduct (i) is severe, persistent, or pervasive and (ii) has the purpose or effect of unreasonably interfering with the individual's work, academic performance or participation in university activities or creates an intimidating or hostile environment. Harassment may be found in a single severe episode, as well as in persistent behavior. Harassment is evaluated using a "reasonable person" standard.

For more information specific to sexual and/or gender-based harassment and other forms of sexual misconduct, refer to the [Yale Sexual Misconduct Policies and Related Definitions](#).

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## Yale University's Sexual Misconduct Policies and Related Definitions

[Yale's Sexual Misconduct Policies and related definitions](#) are available on the Title IX Office website.

Need help now?

### **Yale Police**

[203-432-4400](tel:203-432-4400) or [911](tel:911) (emergencies)

### **SHARE: Information, Advocacy, and Support**

(M-F, 9:00 a.m. to 5:00 p.m, after hours availability for time-sensitive matters)

[203-432-2000](tel:203-432-2000)

### **Mental Health & Counseling (Students)**

(M-F, 8:30 a.m. to 5:00 p.m.)

[203-432-0290](tel:203-432-0290)

### **Mental Health After Hours (Students)**

(after office hours, on weekends, or on holidays)

Yale Health Acute Care

[203-432-0123](tel:203-432-0123)

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