

Yale University

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.

Yale University's Equal Opportunity Statement

Definition of Discrimination

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](#).

Definition of Retaliation

Yale University's Sexual Misconduct Policies and Related Definitions

Need help now?

Yale Police

[203-432-4400 \(tel:12034324400\)](tel:2034324400) or [911 \(tel:911\)](tel:911) (emergencies)

On-Call SHARE Center Staff Member (24/7)

(M-F, 9:00 a.m. to 5:00 p.m.)

[203-432-2000 \(tel:12034322000\)](tel:2034322000)

Mental Health & Counseling

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

[203-432-0290 \(tel:12034320290\)](tel:2034320290)

On-call Mental Health Clinician

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

Yale Health Acute Care

[203-432-0123 \(tel:12034320123\)](tel:2034320123)

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