

WEBVTT

NOTE duration:"00:30:30"

NOTE recognizability:0.930

NOTE language:en-us

NOTE Confidence: 0.92538524

00:00:00.000 --> 00:00:02.920 Hi. It's so good to be with you.

NOTE Confidence: 0.92538524

00:00:02.920 --> 00:00:05.720 I'm welcome and thank you for the

NOTE Confidence: 0.92538524

00:00:05.720 --> 00:00:07.092 introduction. Darren is always a

NOTE Confidence: 0.92538524

00:00:07.092 --> 00:00:09.519 little bit of a hard act to follow.

NOTE Confidence: 0.92538524

00:00:09.520 --> 00:00:11.788 So I'm going to do my best and I think the

NOTE Confidence: 0.92538524

00:00:11.788 --> 00:00:13.920 way I can do that is to talk about food.

NOTE Confidence: 0.92538524

00:00:13.920 --> 00:00:16.290 So how many people we are

NOTE Confidence: 0.92538524

00:00:16.290 --> 00:00:19.519 new to Haven or Connecticut?

NOTE Confidence: 0.92538524

00:00:19.520 --> 00:00:22.838 Good number. OK. So here's the tips.

NOTE Confidence: 0.92538524

00:00:22.840 --> 00:00:25.456 Coffee, coffee drinkers in the room.

NOTE Confidence: 0.92538524

00:00:25.460 --> 00:00:26.818 I think the best coffee in town,

NOTE Confidence: 0.92538524

00:00:26.820 --> 00:00:28.416 and this is changing all the time,

NOTE Confidence: 0.92538524

00:00:28.420 --> 00:00:29.584 but in my opinion,

NOTE Confidence: 0.92538524

00:00:29.584 --> 00:00:31.330 in this place called Fussy coffee
NOTE Confidence: 0.92538524

00:00:31.391 --> 00:00:33.319 which is over at Science Park if you
NOTE Confidence: 0.92538524

00:00:33.319 --> 00:00:35.538 like a good cold brew or a pour over,
NOTE Confidence: 0.92538524

00:00:35.540 --> 00:00:38.220 I had a recommended. So that's number one.
NOTE Confidence: 0.92538524

00:00:38.220 --> 00:00:40.100 The place in Guilford.
NOTE Confidence: 0.92538524

00:00:40.100 --> 00:00:41.980 It's an outdoor place.
NOTE Confidence: 0.92538524

00:00:41.980 --> 00:00:43.498 You can bring whatever you want,
NOTE Confidence: 0.92538524

00:00:43.500 --> 00:00:44.505 you I/O everything,
NOTE Confidence: 0.92538524

00:00:44.505 --> 00:00:46.180 including glasses if you'd like.
NOTE Confidence: 0.92538524

00:00:46.180 --> 00:00:49.036 They BBQ up lots of fish
NOTE Confidence: 0.92538524

00:00:49.036 --> 00:00:50.940 and other things Excellent.
NOTE Confidence: 0.92538524

00:00:50.940 --> 00:00:53.140 So those are my two food suggestions to
NOTE Confidence: 0.92538524

00:00:53.140 --> 00:00:55.910 get us started on the right foot here.
NOTE Confidence: 0.92538524

00:00:55.910 --> 00:00:58.790 I'm going to talk today about
NOTE Confidence: 0.92538524

00:00:58.790 --> 00:01:00.750 bringing what Darren spoke about
NOTE Confidence: 0.92538524

00:01:00.750 --> 00:01:03.288 into a little bit more tangible

NOTE Confidence: 0.92538524

00:01:03.288 --> 00:01:05.284 expectations around policy and

NOTE Confidence: 0.92538524

00:01:05.284 --> 00:01:08.429 resources on these topics here at Yale.

NOTE Confidence: 0.92538524

00:01:08.430 --> 00:01:10.551 I'm going to share a couple of

NOTE Confidence: 0.92538524

00:01:10.551 --> 00:01:12.026 different thoughts based on cases

NOTE Confidence: 0.92538524

00:01:12.026 --> 00:01:14.050 that we've either seen in the news or

NOTE Confidence: 0.92538524

00:01:14.114 --> 00:01:15.986 else that I have managed directly.

NOTE Confidence: 0.92538524

00:01:15.990 --> 00:01:17.750 And I could just tell you a little

NOTE Confidence: 0.92538524

00:01:17.750 --> 00:01:18.950 bit about my background.

NOTE Confidence: 0.92538524

00:01:18.950 --> 00:01:22.270 I've been here at Yale since September 2020.

NOTE Confidence: 0.92538524

00:01:22.270 --> 00:01:24.457 This role was a new role at that time

NOTE Confidence: 0.92538524

00:01:24.457 --> 00:01:26.629 to really bring together universities

NOTE Confidence: 0.92538524

00:01:26.629 --> 00:01:28.964 approach to both preventing and

NOTE Confidence: 0.92538524

00:01:28.964 --> 00:01:30.703 responding to discrimination and

NOTE Confidence: 0.92538524

00:01:30.703 --> 00:01:32.708 harassment as well as ensuring

NOTE Confidence: 0.92538524

00:01:32.708 --> 00:01:33.877 inclusion and accessibility.

NOTE Confidence: 0.92538524

00:01:33.877 --> 00:01:36.079 I work closely on the universities
NOTE Confidence: 0.92538524

00:01:36.079 --> 00:01:37.931 belonging at Yale campaign with
NOTE Confidence: 0.92538524

00:01:37.931 --> 00:01:40.001 other leaders and I'll be talking
NOTE Confidence: 0.92538524

00:01:40.001 --> 00:01:41.628 about different aspects of this.
NOTE Confidence: 0.92538524

00:01:41.630 --> 00:01:42.809 Prior to that,
NOTE Confidence: 0.92538524

00:01:42.809 --> 00:01:45.302 I spent nearly eleven years at the
NOTE Confidence: 0.92538524

00:01:45.302 --> 00:01:47.270 University of Connecticut and a very
NOTE Confidence: 0.92538524

00:01:47.332 --> 00:01:49.654 similar role where I work particularly
NOTE Confidence: 0.92538524

00:01:49.654 --> 00:01:51.554 closely with the leadership at
NOTE Confidence: 0.92538524

00:01:51.554 --> 00:01:54.150 UConn Health and in the clinical and
NOTE Confidence: 0.92538524

00:01:54.150 --> 00:01:56.580 academic research sets settings as well.
NOTE Confidence: 0.92538524

00:01:56.580 --> 00:01:58.578 I always love being back home.
NOTE Confidence: 0.92538524

00:01:58.580 --> 00:02:00.939 School medicine feels like home to me.
NOTE Confidence: 0.92538524

00:02:00.940 --> 00:02:03.577 Prior to that I was in private practice as
NOTE Confidence: 0.92538524

00:02:03.577 --> 00:02:06.245 an attorney and I represented plaintiffs
NOTE Confidence: 0.92538524

00:02:06.245 --> 00:02:09.340 with claims of discrimination and harassment.

NOTE Confidence: 0.92538524

00:02:09.340 --> 00:02:12.556 I also represented labor unions and I've

NOTE Confidence: 0.92538524

00:02:12.556 --> 00:02:14.012 lived in Connecticut most of my life.

NOTE Confidence: 0.92538524

00:02:14.020 --> 00:02:16.516 So if you need any other recommendations at

NOTE Confidence: 0.92538524

00:02:16.516 --> 00:02:19.015 all related to the nice that I stayed drunk,

NOTE Confidence: 0.92538524

00:02:19.020 --> 00:02:20.980 you can reach out.

NOTE Confidence: 0.92538524

00:02:20.980 --> 00:02:22.140 OK,

NOTE Confidence: 0.92538524

00:02:22.140 --> 00:02:24.780 so belonging at Yale is a,

NOTE Confidence: 0.92538524

00:02:24.780 --> 00:02:26.100 is a, this is a local.

NOTE Confidence: 0.92538524

00:02:26.100 --> 00:02:27.696 You'll see this is a campaign.

NOTE Confidence: 0.92538524

00:02:27.700 --> 00:02:30.320 You'll see it's really the

NOTE Confidence: 0.92538524

00:02:30.320 --> 00:02:32.416 university's efforts around inclusion.

NOTE Confidence: 0.92538524

00:02:32.420 --> 00:02:35.970 And this is something that the School

NOTE Confidence: 0.92538524

00:02:35.970 --> 00:02:38.139 of Medicine is very committed to.

NOTE Confidence: 0.92538524

00:02:38.140 --> 00:02:40.956 We have been having each school do its

NOTE Confidence: 0.92538524

00:02:40.956 --> 00:02:43.455 own unit plans around belonging and

NOTE Confidence: 0.92538524

00:02:43.455 --> 00:02:46.608 we're in year three and the year 3.
NOTE Confidence: 0.92538524

00:02:46.608 --> 00:02:48.393 Common action across the institution
NOTE Confidence: 0.92538524

00:02:48.393 --> 00:02:50.578 is sponsorship and mentorship.
NOTE Confidence: 0.92538524

00:02:50.580 --> 00:02:51.228 So really,
NOTE Confidence: 0.92538524

00:02:51.228 --> 00:02:53.496 picking up on what Darren lays down,
NOTE Confidence: 0.92538524

00:02:53.500 --> 00:02:54.620 you'll see opportunities to
NOTE Confidence: 0.92538524

00:02:54.620 --> 00:02:56.300 develop your skills in this way,
NOTE Confidence: 0.92538524

00:02:56.300 --> 00:02:58.004 both of them in school and
NOTE Confidence: 0.92538524

00:02:58.004 --> 00:02:59.140 at university wide events,
NOTE Confidence: 0.92622316

00:02:59.140 --> 00:03:02.052 and I encourage you to take advantage of
NOTE Confidence: 0.92622316

00:03:02.052 --> 00:03:04.898 those as you move into your wall here.
NOTE Confidence: 0.92622316

00:03:04.900 --> 00:03:07.259 So we only think this is important
NOTE Confidence: 0.92622316

00:03:07.259 --> 00:03:08.980 for reasons Darren emphasize.
NOTE Confidence: 0.92622316

00:03:08.980 --> 00:03:11.252 In fact, Doctor Brené Brown spoke here at
NOTE Confidence: 0.92622316

00:03:11.252 --> 00:03:13.580 the School of Medicine a couple weeks ago.
NOTE Confidence: 0.92622316

00:03:13.580 --> 00:03:15.351 I don't know how many of you

NOTE Confidence: 0.92622316

00:03:15.351 --> 00:03:16.660 are familiar with homework,

NOTE Confidence: 0.92622316

00:03:16.660 --> 00:03:18.973 a book I return to over and over again.

NOTE Confidence: 0.92622316

00:03:18.980 --> 00:03:20.684 That is really foundational to the

NOTE Confidence: 0.92622316

00:03:20.684 --> 00:03:22.660 way I think, not only as a leader,

NOTE Confidence: 0.92622316

00:03:22.660 --> 00:03:24.340 but about the work that I do

NOTE Confidence: 0.92622316

00:03:24.340 --> 00:03:25.500 is dare to leave.

NOTE Confidence: 0.92622316

00:03:25.500 --> 00:03:27.000 I highly recommend it if

NOTE Confidence: 0.92622316

00:03:27.000 --> 00:03:28.500 you haven't read it before.

NOTE Confidence: 0.92622316

00:03:28.500 --> 00:03:30.796 I think it takes some of the concepts

NOTE Confidence: 0.92622316

00:03:30.796 --> 00:03:32.840 around inclusive leadership and makes

NOTE Confidence: 0.92622316

00:03:32.840 --> 00:03:34.600 them feel extremely actionable.

NOTE Confidence: 0.92622316

00:03:34.600 --> 00:03:35.960 What was interesting about your

NOTE Confidence: 0.92622316

00:03:35.960 --> 00:03:37.587 word cloud was I noticed some

NOTE Confidence: 0.92622316

00:03:37.587 --> 00:03:38.877 of the words that came up,

NOTE Confidence: 0.92622316

00:03:38.880 --> 00:03:39.826 including supportive,

NOTE Confidence: 0.92622316

00:03:39.826 --> 00:03:40.299 transparent,
NOTE Confidence: 0.92622316

00:03:40.299 --> 00:03:42.664 kind are very much supported
NOTE Confidence: 0.92622316

00:03:42.664 --> 00:03:45.507 in her research and some of the
NOTE Confidence: 0.92622316

00:03:45.507 --> 00:03:48.060 hallmarks of leaders who lead in a
NOTE Confidence: 0.92622316

00:03:48.060 --> 00:03:50.034 way that does not create toxicity.
NOTE Confidence: 0.92622316

00:03:50.040 --> 00:03:53.757 But why does that matter to someone like me?
NOTE Confidence: 0.92622316

00:03:53.760 --> 00:03:54.771 Study after study,
NOTE Confidence: 0.92622316

00:03:54.771 --> 00:03:56.793 including the National Academy of Science,
NOTE Confidence: 0.92622316

00:03:56.800 --> 00:03:58.024 Engineering and Medicine,
NOTE Confidence: 0.92622316

00:03:58.024 --> 00:03:58.840 People Implement,
NOTE Confidence: 0.92622316

00:03:58.840 --> 00:04:00.744 Opportunity Commission and others,
NOTE Confidence: 0.92622316

00:04:00.744 --> 00:04:03.600 has found a direct link between
NOTE Confidence: 0.92622316

00:04:03.678 --> 00:04:05.735 incivility and discrimination and
NOTE Confidence: 0.92622316

00:04:05.735 --> 00:04:07.960 harassment based on protected classes.
NOTE Confidence: 0.92622316

00:04:07.960 --> 00:04:09.496 I think a lot of us saw this
NOTE Confidence: 0.92622316

00:04:09.496 --> 00:04:10.479 during the ME too era.

NOTE Confidence: 0.92622316

00:04:10.480 --> 00:04:12.580 When you think about cases that

NOTE Confidence: 0.92622316

00:04:12.580 --> 00:04:14.360 came forward during that time,

NOTE Confidence: 0.92622316

00:04:14.360 --> 00:04:17.036 it went well beyond sexual harassment.

NOTE Confidence: 0.92622316

00:04:17.040 --> 00:04:19.632 So we were seeing cases certainly

NOTE Confidence: 0.92622316

00:04:19.632 --> 00:04:21.992 where folks were alleging sexual

NOTE Confidence: 0.92622316

00:04:21.992 --> 00:04:23.880 harassment and sexual misconduct.

NOTE Confidence: 0.92622316

00:04:23.880 --> 00:04:25.994 But often if you dug into the

NOTE Confidence: 0.92622316

00:04:25.994 --> 00:04:27.390 facts of those cases,

NOTE Confidence: 0.92622316

00:04:27.390 --> 00:04:30.222 you found that there was also

NOTE Confidence: 0.92622316

00:04:30.222 --> 00:04:32.110 an extremely widespread toxic

NOTE Confidence: 0.92622316

00:04:32.190 --> 00:04:34.670 culture within the environment.

NOTE Confidence: 0.92622316

00:04:34.670 --> 00:04:36.510 This goes beyond me, too.

NOTE Confidence: 0.92622316

00:04:36.510 --> 00:04:38.622 So I'm sure all of you read the

NOTE Confidence: 0.92622316

00:04:38.622 --> 00:04:40.694 headlines a couple years ago when the

NOTE Confidence: 0.92622316

00:04:40.694 --> 00:04:42.749 balling supermaxes went down terrified.

NOTE Confidence: 0.92622316

00:04:42.750 --> 00:04:43.950 Thinking about your next flight.
NOTE Confidence: 0.92622316

00:04:43.950 --> 00:04:46.870 I would always check my flying on supermax.
NOTE Confidence: 0.92622316

00:04:46.870 --> 00:04:49.018 Interesting report about the
NOTE Confidence: 0.92622316

00:04:49.018 --> 00:04:51.042 culture of balling, right?
NOTE Confidence: 0.92622316

00:04:51.042 --> 00:04:52.690 So we're talking about
NOTE Confidence: 0.92622316

00:04:52.690 --> 00:04:53.926 planes and manufacturing,
NOTE Confidence: 0.92622316

00:04:53.930 --> 00:04:55.514 but it was not a surprise to me
NOTE Confidence: 0.92622316

00:04:55.514 --> 00:04:57.323 when you dug into the public basic
NOTE Confidence: 0.92622316

00:04:57.323 --> 00:04:58.683 report about what went wrong.
NOTE Confidence: 0.92622316

00:04:58.690 --> 00:05:01.048 You see a culture of competition,
NOTE Confidence: 0.92622316

00:05:01.050 --> 00:05:02.823 toxicity, non transparency.
NOTE Confidence: 0.92622316

00:05:02.823 --> 00:05:06.369 These are not surprising to those
NOTE Confidence: 0.9348784

00:05:09.170 --> 00:05:11.670 between these types of workplace
NOTE Confidence: 0.9348784

00:05:11.670 --> 00:05:13.070 environments and bad outcomes.
NOTE Confidence: 0.9348784

00:05:13.070 --> 00:05:14.852 In that case, it's disastrous outcomes.
NOTE Confidence: 0.9348784

00:05:14.852 --> 00:05:16.910 The same link is there with sexual

NOTE Confidence: 0.9348784

00:05:16.960 --> 00:05:19.409 harassment and sexual misconduct.

NOTE Confidence: 0.9348784

00:05:19.410 --> 00:05:22.621 So this is something to keep in mind

NOTE Confidence: 0.9348784

00:05:22.621 --> 00:05:23.890 is something that we think about

NOTE Confidence: 0.93026865

00:05:27.610 --> 00:05:31.490 workplace culture in our environments.

NOTE Confidence: 0.93026865

00:05:31.490 --> 00:05:34.450 So when we are talking about

NOTE Confidence: 0.93026865

00:05:34.450 --> 00:05:36.210 discrimination and harassment,

NOTE Confidence: 0.93026865

00:05:36.410 --> 00:05:38.300 it's important to ground this discussion

NOTE Confidence: 0.93026865

00:05:38.300 --> 00:05:40.728 in the civil rights legal framework here

NOTE Confidence: 0.93026865

00:05:40.728 --> 00:05:42.640 in the United States. Some of you might

NOTE Confidence: 0.9319555

00:05:42.640 --> 00:05:44.000 be extremely familiar with this,

NOTE Confidence: 0.9319555

00:05:44.000 --> 00:05:46.320 some of you might be less so. I promise

NOTE Confidence: 0.9319555

00:05:46.320 --> 00:05:49.200 you this is my only lawyer looking slide.

NOTE Confidence: 0.9319555

00:05:49.200 --> 00:05:50.996 But this is important to keep in mind,

NOTE Confidence: 0.9319555

00:05:50.996 --> 00:05:52.584 partly because many of you will be

NOTE Confidence: 0.9319555

00:05:52.584 --> 00:05:54.360 working with or may yourselves be

NOTE Confidence: 0.9319555

00:05:54.360 --> 00:05:56.760 international or newer to the US
NOTE Confidence: 0.9319555

00:05:56.840 --> 00:05:58.324 and some of these concepts are a
NOTE Confidence: 0.9319555

00:05:58.324 --> 00:05:59.680 little bit different and there can
NOTE Confidence: 0.9319555

00:05:59.680 --> 00:06:01.360 be cultural distinctions as well.
NOTE Confidence: 0.9319555

00:06:01.360 --> 00:06:02.716 So it's important to ground ourselves
NOTE Confidence: 0.9319555

00:06:02.720 --> 00:06:05.120 on what Elses are based on.
NOTE Confidence: 0.9319555

00:06:05.120 --> 00:06:06.875 So Title 6, it prohibits
NOTE Confidence: 0.9319555

00:06:06.875 --> 00:06:08.279 discrimination based on race,
NOTE Confidence: 0.9319555

00:06:08.280 --> 00:06:10.638 color and national origin and education.
NOTE Confidence: 0.94521654

00:06:11.110 --> 00:06:13.060 So this applies when you're
NOTE Confidence: 0.94521654

00:06:13.060 --> 00:06:14.230 working with learners.
NOTE Confidence: 0.94521654

00:06:14.230 --> 00:06:16.869 Title 9, which probably most
NOTE Confidence: 0.94521654

00:06:16.870 --> 00:06:19.665 of you have heard about, is about prohibiting
NOTE Confidence: 0.94521654

00:06:19.665 --> 00:06:22.390 sex discrimination in academic environment.
NOTE Confidence: 0.94521654

00:06:22.390 --> 00:06:25.230 It applies K right on through to medical
NOTE Confidence: 0.94521654

00:06:25.950 --> 00:06:28.904 and it is goes well beyond sort

NOTE Confidence: 0.94521654

00:06:28.910 --> 00:06:30.366 of sex and gender.

NOTE Confidence: 0.94521654

00:06:30.366 --> 00:06:32.550 It impacts things like sexual harassment,

NOTE Confidence: 0.94521654

00:06:32.550 --> 00:06:34.442 compensation, equity,

NOTE Confidence: 0.94521654

00:06:34.442 --> 00:06:36.810 pregnancy and parenting and more.

NOTE Confidence: 0.94521654

00:06:36.810 --> 00:06:39.342 Title 9 goes beyond protecting just students.

NOTE Confidence: 0.94521654

00:06:39.342 --> 00:06:41.694 Faculty and staff at an academic

NOTE Confidence: 0.94521654

00:06:41.694 --> 00:06:43.996 medical institution also have both

NOTE Confidence: 0.94521654

00:06:43.996 --> 00:06:45.530 protections and responsibilities

NOTE Confidence: 0.94521654

00:06:45.530 --> 00:06:47.610 Under Title 9 that I'll be

NOTE Confidence: 0.94521654

00:06:47.610 --> 00:06:49.010 talking about in more detail.

NOTE Confidence: 0.94521654

00:06:49.010 --> 00:06:51.650 Title 7 is your major employment

NOTE Confidence: 0.94521654

00:06:51.650 --> 00:06:52.530 discrimination statue.

NOTE Confidence: 0.94521654

00:06:52.530 --> 00:06:54.676 This is really the foundation of

NOTE Confidence: 0.94521654

00:06:54.676 --> 00:06:56.280 what provides you with certain

NOTE Confidence: 0.94521654

00:06:56.280 --> 00:06:57.810 rights and appear supervisor

NOTE Confidence: 0.93826854

00:06:57.810 --> 00:06:59.490 obligations in the workplace.

NOTE Confidence: 0.93826854

00:07:00.690 --> 00:07:02.046 The AGE Act is an interesting

NOTE Confidence: 0.93826854

00:07:02.050 --> 00:07:03.441 one in this context.

NOTE Confidence: 0.93826854

00:07:03.441 --> 00:07:06.453 It prevents discrimination based on age.

NOTE Confidence: 0.93826854

00:07:06.453 --> 00:07:07.656 Typically when we're

NOTE Confidence: 0.93826854

00:07:07.656 --> 00:07:08.840 seeing either very young

NOTE Confidence: 0.93578655

00:07:09.120 --> 00:07:11.838 or much older than normal students,

NOTE Confidence: 0.93578655

00:07:11.840 --> 00:07:13.360 this is when this kicks in.

NOTE Confidence: 0.93578655

00:07:13.360 --> 00:07:14.520 There are also age

NOTE Confidence: 0.93578655

00:07:14.520 --> 00:07:15.176 discrimination protections

NOTE Confidence: 0.93578655

00:07:15.176 --> 00:07:17.472 in Title 7 and in state law.

NOTE Confidence: 0.93578655

00:07:18.280 --> 00:07:19.960 And then finally the ADA and

NOTE Confidence: 0.93578655

00:07:19.960 --> 00:07:22.280 Section 504 of the Rehabilitation

NOTE Confidence: 0.93578655

00:07:22.280 --> 00:07:23.771 Act. I'll be talking with you at

NOTE Confidence: 0.93578655

00:07:23.771 --> 00:07:25.559 the end of my presentation today,

NOTE Confidence: 0.93578655

00:07:25.560 --> 00:07:27.560 both about your resources and

NOTE Confidence: 0.93578655
00:07:27.560 --> 00:07:29.320 rights related to disabilities,
NOTE Confidence: 0.93578655
00:07:29.320 --> 00:07:31.274 as well as your obligations if
NOTE Confidence: 0.93578655
00:07:31.274 --> 00:07:33.444 students or people that report
NOTE Confidence: 0.93578655
00:07:33.444 --> 00:07:35.180 to you need accommodations.
NOTE Confidence: 0.93578655
00:07:35.180 --> 00:07:36.340 So I'm going to flip us through pretty
NOTE Confidence: 0.93578655
00:07:36.340 --> 00:07:37.422 quickly with university policies.
NOTE Confidence: 0.93578655
00:07:37.422 --> 00:07:40.380 This QR code should bring you to a brochure.
NOTE Confidence: 0.93578655
00:07:40.380 --> 00:07:42.540 You're welcome to bring it up.
NOTE Confidence: 0.93578655
00:07:42.540 --> 00:07:44.246 And I think these materials are also
NOTE Confidence: 0.93578655
00:07:44.246 --> 00:07:45.660 available to you after the fact.
NOTE Confidence: 0.938799
00:07:46.060 --> 00:07:47.896 But we have one major university
NOTE Confidence: 0.938799
00:07:47.900 --> 00:07:49.588 policy, the policy against
NOTE Confidence: 0.938799
00:07:49.588 --> 00:07:50.854 discrimination and harassment,
NOTE Confidence: 0.938799
00:07:50.860 --> 00:07:52.840 which defines our conduct
NOTE Confidence: 0.938799
00:07:52.840 --> 00:07:54.820 expectations in this arena.
NOTE Confidence: 0.938799

00:07:54.820 --> 00:07:56.820 This is the major one to refer to
NOTE Confidence: 0.938799

00:07:56.820 --> 00:07:59.137 if you have questions in this area.
NOTE Confidence: 0.938799

00:07:59.140 --> 00:08:00.940 And the policy lays out
NOTE Confidence: 0.938799

00:08:00.940 --> 00:08:01.660 protected characteristics.
NOTE Confidence: 0.938799

00:08:01.660 --> 00:08:03.724 So when I'm talking about things
NOTE Confidence: 0.938799

00:08:03.724 --> 00:08:05.100 like discrimination and harassment,
NOTE Confidence: 0.938799

00:08:05.100 --> 00:08:06.745 I'm not really talking about sort of
NOTE Confidence: 0.938799

00:08:06.745 --> 00:08:09.646 your garden variety toxic workplace.
NOTE Confidence: 0.938799

00:08:09.646 --> 00:08:13.116 I'm I'm zeroing in more on things that
NOTE Confidence: 0.938799

00:08:13.116 --> 00:08:15.468 happen that have an adverse impact that
NOTE Confidence: 0.938799

00:08:15.468 --> 00:08:18.020 are based on protected classifications.
NOTE Confidence: 0.938799

00:08:18.020 --> 00:08:19.540 Then there could be both
NOTE Confidence: 0.938799

00:08:19.540 --> 00:08:21.060 in a single case setting.
NOTE Confidence: 0.938799

00:08:21.060 --> 00:08:23.237 But for this purpose, as we're talking
NOTE Confidence: 0.938799

00:08:23.237 --> 00:08:25.380 about the words I'm about to define,
NOTE Confidence: 0.938799

00:08:25.380 --> 00:08:27.120 I'm talking about things that

NOTE Confidence: 0.938799
00:08:27.120 --> 00:08:28.860 happen based on someone's sex,
NOTE Confidence: 0.938799
00:08:28.860 --> 00:08:31.260 sexual orientation, gender identity,
NOTE Confidence: 0.938799
00:08:31.260 --> 00:08:34.253 national or ethnic origin, color,
NOTE Confidence: 0.938799
00:08:34.253 --> 00:08:36.032 disability, veteran status,
NOTE Confidence: 0.938799
00:08:36.032 --> 00:08:39.140 religious religion, age, race.
NOTE Confidence: 0.938799
00:08:39.140 --> 00:08:40.744 These are the major categories that
NOTE Confidence: 0.938799
00:08:40.744 --> 00:08:43.320 work in state and federal law and that
NOTE Confidence: 0.938799
00:08:43.388 --> 00:08:45.656 are protected under our Yale policies.
NOTE Confidence: 0.938799
00:08:45.660 --> 00:08:47.178 When I say the word discrimination,
NOTE Confidence: 0.938799
00:08:47.180 --> 00:08:49.322 that's about adverse treatment based on
NOTE Confidence: 0.938799
00:08:49.322 --> 00:08:51.740 one of those protected characteristics.
NOTE Confidence: 0.938799
00:08:51.740 --> 00:08:53.498 Typically when we think about discrimination,
NOTE Confidence: 0.938799
00:08:53.500 --> 00:08:55.660 we think about something bad happening,
NOTE Confidence: 0.938799
00:08:55.660 --> 00:08:57.648 some not being hired,
NOTE Confidence: 0.938799
00:08:57.648 --> 00:08:59.139 somebody being fired,
NOTE Confidence: 0.938799

00:08:59.140 --> 00:09:00.940 somebody not getting certain assignments,

NOTE Confidence: 0.938799

00:09:00.940 --> 00:09:03.820 things of that nature.

NOTE Confidence: 0.938799

00:09:03.820 --> 00:09:05.670 Harassment I would say it's what we

NOTE Confidence: 0.938799

00:09:05.670 --> 00:09:08.060 see more commonly as a claim made

NOTE Confidence: 0.938799

00:09:08.060 --> 00:09:10.000 in the higher education setting.

NOTE Confidence: 0.938799

00:09:10.000 --> 00:09:13.198 Harassment is where you've got consistent,

NOTE Confidence: 0.938799

00:09:13.200 --> 00:09:13.693 severe,

NOTE Confidence: 0.938799

00:09:13.693 --> 00:09:16.158 persistent conduct that is based

NOTE Confidence: 0.938799

00:09:16.158 --> 00:09:18.476 on a protected classification that

NOTE Confidence: 0.938799

00:09:18.476 --> 00:09:20.984 has the impact of creating and

NOTE Confidence: 0.938799

00:09:20.984 --> 00:09:23.159 intimidating or hostile environment.

NOTE Confidence: 0.938799

00:09:23.160 --> 00:09:24.720 The standard here is pretty high

NOTE Confidence: 0.938799

00:09:24.720 --> 00:09:26.332 under the lawn under our policy,

NOTE Confidence: 0.938799

00:09:26.332 --> 00:09:28.180 but we're we're really talking about

NOTE Confidence: 0.938799

00:09:28.180 --> 00:09:30.720 is offensive, unwelcome conduct.

NOTE Confidence: 0.938799

00:09:30.720 --> 00:09:32.925 Typically a one time incident is not

NOTE Confidence: 0.938799
00:09:32.925 --> 00:09:35.198 going to rise to level harassment,
NOTE Confidence: 0.938799
00:09:35.200 --> 00:09:38.470 although if it's sufficiently severe it can.
NOTE Confidence: 0.938799
00:09:38.470 --> 00:09:40.472 And so each case is really a
NOTE Confidence: 0.938799
00:09:40.472 --> 00:09:42.309 nuanced case by case analysis.
NOTE Confidence: 0.938799
00:09:42.310 --> 00:09:43.850 But the key here is you don't
NOTE Confidence: 0.938799
00:09:43.850 --> 00:09:45.912 want to be in a situation where
NOTE Confidence: 0.938799
00:09:45.912 --> 00:09:47.256 investigators report to me
NOTE Confidence: 0.938799
00:09:47.256 --> 00:09:49.030 through their various offices are
NOTE Confidence: 0.9357816
00:09:49.150 --> 00:09:51.010 determining well, did this reach the
NOTE Confidence: 0.9357816
00:09:51.010 --> 00:09:53.028 threshold of severe and pervasive.
NOTE Confidence: 0.9357816
00:09:53.030 --> 00:09:54.430 You want to shut down
NOTE Confidence: 0.9357816
00:09:54.430 --> 00:09:55.626 conduct that's inappropriate from
NOTE Confidence: 0.9357816
00:09:55.626 --> 00:09:58.071 the start so you never get into the
NOTE Confidence: 0.9357816
00:09:58.071 --> 00:10:00.630 situation where an analysis is being done
NOTE Confidence: 0.9357816
00:10:00.630 --> 00:10:03.630 about whether it violated our policy.
NOTE Confidence: 0.9357816

00:10:03.630 --> 00:10:05.540 Our policy also prohibits retaliation
NOTE Confidence: 0.9357816

00:10:05.540 --> 00:10:08.180 for anyone who files a complaint or
NOTE Confidence: 0.9357816

00:10:08.180 --> 00:10:09.654 participates in an investigation,
NOTE Confidence: 0.9357816

00:10:09.654 --> 00:10:11.494 or raises a concern about
NOTE Confidence: 0.9357816

00:10:11.494 --> 00:10:12.910 discrimination and harassment.
NOTE Confidence: 0.9357816

00:10:12.910 --> 00:10:15.550 The research on this is also really clear.
NOTE Confidence: 0.9357816

00:10:15.550 --> 00:10:18.142 Retaliation and fears of retaliation serve
NOTE Confidence: 0.9357816

00:10:18.142 --> 00:10:21.338 as the greatest single barrier to folks
NOTE Confidence: 0.9357816

00:10:21.338 --> 00:10:23.663 raising complaints and making concerns.
NOTE Confidence: 0.9357816

00:10:23.670 --> 00:10:27.166 Now, both at this institution and my prior
NOTE Confidence: 0.9357816

00:10:27.166 --> 00:10:29.630 institution and in private practice,
NOTE Confidence: 0.9357816

00:10:29.630 --> 00:10:32.395 many people come forward after they leave.
NOTE Confidence: 0.9357816

00:10:32.400 --> 00:10:35.284 I didn't feel safe until I was
NOTE Confidence: 0.9357816

00:10:35.284 --> 00:10:36.520 not there anymore.
NOTE Confidence: 0.9357816

00:10:36.520 --> 00:10:38.200 And we take those claims seriously,
NOTE Confidence: 0.9357816

00:10:38.200 --> 00:10:39.976 but there's often very little we

NOTE Confidence: 0.9357816

00:10:39.976 --> 00:10:42.268 can do to help that person once

NOTE Confidence: 0.9357816

00:10:42.268 --> 00:10:44.356 that we're learning after the fact.

NOTE Confidence: 0.9357816

00:10:44.360 --> 00:10:45.836 It's interesting, I was not here,

NOTE Confidence: 0.9357816

00:10:45.840 --> 00:10:46.992 I was at UConn.

NOTE Confidence: 0.9357816

00:10:46.992 --> 00:10:49.905 But the week of the Kavanaugh

NOTE Confidence: 0.9357816

00:10:49.905 --> 00:10:51.480 Supreme Court hearings,

NOTE Confidence: 0.9357816

00:10:51.480 --> 00:10:53.120 those those particularly during

NOTE Confidence: 0.9357816

00:10:53.120 --> 00:10:54.760 two days of testimony,

NOTE Confidence: 0.9357816

00:10:54.760 --> 00:10:57.028 were the highest number of case

NOTE Confidence: 0.9357816

00:10:57.028 --> 00:10:58.680 reports I've ever seen in my career.

NOTE Confidence: 0.9357816

00:10:58.680 --> 00:11:01.983 Come in over 48 hours with so

NOTE Confidence: 0.9357816

00:11:01.983 --> 00:11:02.874 many people say,

NOTE Confidence: 0.9357816

00:11:02.874 --> 00:11:05.610 I feel like I need to tell my story.

NOTE Confidence: 0.9357816

00:11:05.610 --> 00:11:07.090 I've heard that was pretty common

NOTE Confidence: 0.9357816

00:11:07.090 --> 00:11:09.330 in offices and higher education.

NOTE Confidence: 0.9357816

00:11:09.330 --> 00:11:09.490 I
NOTE Confidence: 0.927736
00:11:09.490 --> 00:11:10.827 think there are a lot of stories
NOTE Confidence: 0.927736
00:11:10.827 --> 00:11:11.930 out there, and our hope is
NOTE Confidence: 0.927736
00:11:11.930 --> 00:11:15.045 to create an environment where folks feel
NOTE Confidence: 0.927736
00:11:15.045 --> 00:11:17.580 safe to come forward while they're here,
NOTE Confidence: 0.927736
00:11:17.580 --> 00:11:19.770 to get help while they're here,
NOTE Confidence: 0.927736
00:11:19.770 --> 00:11:21.250 and most of all, to create environments
NOTE Confidence: 0.927736
00:11:21.250 --> 00:11:23.750 where there's nothing to report.
NOTE Confidence: 0.927736
00:11:23.750 --> 00:11:25.922 So although it can be difficult when
NOTE Confidence: 0.927736
00:11:25.922 --> 00:11:27.980 somebody in your orbit raises concerns
NOTE Confidence: 0.927736
00:11:28.039 --> 00:11:29.867 of discrimination or harassment,
NOTE Confidence: 0.927736
00:11:29.870 --> 00:11:31.160 it's important to keep in mind
NOTE Confidence: 0.927736
00:11:31.160 --> 00:11:32.708 that you do want to do nothing.
NOTE Confidence: 0.927736
00:11:32.710 --> 00:11:34.660 That would be seen as discouraging
NOTE Confidence: 0.927736
00:11:34.660 --> 00:11:36.530 that and encourage people to go to
NOTE Confidence: 0.927736
00:11:36.530 --> 00:11:38.230 resources and get support that they need.

NOTE Confidence: 0.9375577

00:11:40.630 --> 00:11:42.206 So zeroing in a little more

NOTE Confidence: 0.9375577

00:11:42.206 --> 00:11:43.735 specifically on the Title 9 portion

NOTE Confidence: 0.9375577

00:11:43.735 --> 00:11:46.070 of my role of sexual misconduct, our

NOTE Confidence: 0.9375577

00:11:46.070 --> 00:11:48.548 sexual misconduct policy incorporates a range

NOTE Confidence: 0.9375577

00:11:48.550 --> 00:11:51.374 of behaviors as they're listed on the screen.

NOTE Confidence: 0.9375577

00:11:51.380 --> 00:11:53.372 I want to raise a couple

NOTE Confidence: 0.9375577

00:11:53.372 --> 00:11:54.700 nuances for you particularly.

NOTE Confidence: 0.9375577

00:11:54.700 --> 00:11:56.380 One is that in my career,

NOTE Confidence: 0.9375577

00:11:56.380 --> 00:11:58.700 certainly I did not come out of

NOTE Confidence: 0.9375577

00:11:58.700 --> 00:12:00.380 being a doctor or school medicine.

NOTE Confidence: 0.9375577

00:12:00.380 --> 00:12:01.898 I come out of legal practice.

NOTE Confidence: 0.9375577

00:12:01.900 --> 00:12:04.060 I have worked very closely on a number

NOTE Confidence: 0.9375577

00:12:04.060 --> 00:12:05.938 of cases in the clinical setting

NOTE Confidence: 0.9397388

00:12:06.260 --> 00:12:07.775 where physicians themselves

NOTE Confidence: 0.9397388

00:12:07.775 --> 00:12:10.300 were on the receiving end

NOTE Confidence: 0.9397388

00:12:10.340 --> 00:12:12.896 of discrimination and harassment by patients,

NOTE Confidence: 0.9397388

00:12:12.900 --> 00:12:14.076 physicians, students,

NOTE Confidence: 0.9397388

00:12:14.076 --> 00:12:18.192 residents and others in the clinical setting.

NOTE Confidence: 0.9397388

00:12:18.200 --> 00:12:20.420 The research tells us that women and women

NOTE Confidence: 0.9397388

00:12:20.420 --> 00:12:23.240 of color are especially vulnerable to this.

NOTE Confidence: 0.9397388

00:12:23.240 --> 00:12:25.020 You have certain rights in

NOTE Confidence: 0.9397388

00:12:25.020 --> 00:12:25.960 that context as well.

NOTE Confidence: 0.9397388

00:12:25.960 --> 00:12:27.688 This is really nuanced and deserves

NOTE Confidence: 0.9397388

00:12:27.688 --> 00:12:29.860 its own multi hour discussion because

NOTE Confidence: 0.9397388

00:12:29.860 --> 00:12:32.240 there's a lot of components to this.

NOTE Confidence: 0.9397388

00:12:32.240 --> 00:12:34.100 But what I would say is if

NOTE Confidence: 0.9397388

00:12:34.100 --> 00:12:35.580 there is inappropriate behavior

NOTE Confidence: 0.9397388

00:12:35.580 --> 00:12:37.518 happening in the clinical setting

NOTE Confidence: 0.9397388

00:12:37.518 --> 00:12:39.478 that is happening from patients,

NOTE Confidence: 0.9397388

00:12:39.480 --> 00:12:40.659 that is certainly something that

NOTE Confidence: 0.9397388

00:12:40.659 --> 00:12:42.512 should be discussed as a team

NOTE Confidence: 0.9397388

00:12:42.512 --> 00:12:44.100 escalated so that a plan can be

NOTE Confidence: 0.9397388

00:12:44.100 --> 00:12:45.560 put in place to address that.

NOTE Confidence: 0.92789465

00:12:46.070 --> 00:12:47.750 I think where schools have gotten into hot

NOTE Confidence: 0.92789465

00:12:47.830 --> 00:12:49.710 water under 1009 in particular

NOTE Confidence: 0.92789465

00:12:49.990 --> 00:12:52.590 is where students or learners

NOTE Confidence: 0.92789465

00:12:52.910 --> 00:12:54.705 have been subjected to inappropriate

NOTE Confidence: 0.92789465

00:12:54.705 --> 00:12:56.500 behavior and then found their

NOTE Confidence: 0.92789465

00:12:56.559 --> 00:12:57.868 learning cut off so they don't

NOTE Confidence: 0.92789465

00:12:57.868 --> 00:12:59.554 get to see certain types of cases

NOTE Confidence: 0.92789465

00:12:59.554 --> 00:13:01.109 or somebody says there's nothing

NOTE Confidence: 0.92789465

00:13:01.110 --> 00:13:02.628 we can do to address that.

NOTE Confidence: 0.92789465

00:13:02.630 --> 00:13:04.110 The key in all of this is

NOTE Confidence: 0.92789465

00:13:04.110 --> 00:13:05.670 working to address it.

NOTE Confidence: 0.92789465

00:13:05.670 --> 00:13:07.390 The individual solution is

NOTE Confidence: 0.92789465

00:13:07.430 --> 00:13:08.405 very context specific

NOTE Confidence: 0.92789465

00:13:08.405 --> 00:13:09.705 based on what's happening.
NOTE Confidence: 0.92789465

00:13:10.190 --> 00:13:12.070 It's no longer conversation,
NOTE Confidence: 0.92789465

00:13:12.070 --> 00:13:14.770 but I do want to flag it.
NOTE Confidence: 0.92789465

00:13:14.770 --> 00:13:18.646 And so the other piece that I want to flag
NOTE Confidence: 0.92789465

00:13:18.650 --> 00:13:21.530 is the vulnerability of patients themselves.
NOTE Confidence: 0.92789465

00:13:21.530 --> 00:13:23.678 Certainly this is also worthy of
NOTE Confidence: 0.92789465

00:13:23.678 --> 00:13:25.970 multiple hours of separate conversation,
NOTE Confidence: 0.92789465

00:13:25.970 --> 00:13:26.810 but we've all seen the
NOTE Confidence: 0.92789465

00:13:26.810 --> 00:13:28.316 headlines in major cases.
NOTE Confidence: 0.92789465

00:13:28.316 --> 00:13:30.422 Larry Nasser certainly stands
NOTE Confidence: 0.92789465

00:13:30.422 --> 00:13:33.210 out and the needs of all of us to
NOTE Confidence: 0.92789465

00:13:33.210 --> 00:13:34.750 make sure that we are doing our
NOTE Confidence: 0.92789465

00:13:34.750 --> 00:13:36.130 part to speak up when something's
NOTE Confidence: 0.92789465

00:13:36.130 --> 00:13:37.474 happening in the patient setting.
NOTE Confidence: 0.92789465

00:13:37.474 --> 00:13:40.546 We also offer a lot of pathways for
NOTE Confidence: 0.92789465

00:13:40.546 --> 00:13:42.234 patients themselves to do that.

NOTE Confidence: 0.92789465

00:13:42.234 --> 00:13:43.410 And there are a group of colleagues,

NOTE Confidence: 0.92789465

00:13:43.410 --> 00:13:44.210 my office included,

NOTE Confidence: 0.92789465

00:13:44.210 --> 00:13:46.302 that meet on these issues or any complaints

NOTE Confidence: 0.92789465

00:13:46.302 --> 00:13:47.816 that come from patients regularly.

NOTE Confidence: 0.92789465

00:13:47.816 --> 00:13:50.990 There's a web of complex statutes

NOTE Confidence: 0.92789465

00:13:50.990 --> 00:13:53.430 that fall into this area.

NOTE Confidence: 0.92789465

00:13:53.430 --> 00:13:55.702 What I would say is that one thing

NOTE Confidence: 0.92789465

00:13:55.702 --> 00:13:57.410 that's really interesting to me

NOTE Confidence: 0.92191356

00:13:57.410 --> 00:14:00.590 about the NASA case. I have followed

NOTE Confidence: 0.92191356

00:14:00.590 --> 00:14:02.275 all the details of this in some in

NOTE Confidence: 0.92191356

00:14:02.275 --> 00:14:04.290 some detail for years. There was

NOTE Confidence: 0.92191356

00:14:04.290 --> 00:14:05.930 a Dean in that case,

NOTE Confidence: 0.92191356

00:14:05.930 --> 00:14:08.450 his name was William Strampel.

NOTE Confidence: 0.92191356

00:14:08.450 --> 00:14:10.410 He was Larry NASA's boss,

NOTE Confidence: 0.92191356

00:14:10.410 --> 00:14:13.830 and he himself was found guilty by a jury

NOTE Confidence: 0.92191356

00:14:13.830 --> 00:14:17.390 of engaging in inappropriate conduct,
NOTE Confidence: 0.92191356

00:14:17.390 --> 00:14:19.514 including groping medical students,
NOTE Confidence: 0.92191356

00:14:19.514 --> 00:14:21.638 asking female medical students
NOTE Confidence: 0.92191356

00:14:21.638 --> 00:14:24.466 how many of them might be virgins
NOTE Confidence: 0.9410308

00:14:24.790 --> 00:14:27.070 and other types of conduct.
NOTE Confidence: 0.9410308

00:14:27.070 --> 00:14:28.470 His defense at trial
NOTE Confidence: 0.9410308

00:14:28.470 --> 00:14:31.830 argued this is locker room talk.
NOTE Confidence: 0.9410308

00:14:31.830 --> 00:14:32.870 This is not criminal.
NOTE Confidence: 0.9410308

00:14:32.870 --> 00:14:35.670 This is fine. Jury did not buy it.
NOTE Confidence: 0.9410308

00:14:35.670 --> 00:14:37.390 Medical license was surrendered when
NOTE Confidence: 0.9410308

00:14:37.390 --> 00:14:39.078 he served eight months in prison.
NOTE Confidence: 0.9410308

00:14:39.078 --> 00:14:41.989 I think that we really see the tide turning.
NOTE Confidence: 0.9410308

00:14:41.990 --> 00:14:43.830 That's obviously a dramatic example.
NOTE Confidence: 0.9410308

00:14:43.830 --> 00:14:44.702 But again,
NOTE Confidence: 0.9410308

00:14:44.702 --> 00:14:47.150 for those who do the work that I do,
NOTE Confidence: 0.9410308

00:14:47.150 --> 00:14:49.022 it's not shocking to see that

NOTE Confidence: 0.9410308

00:14:49.022 --> 00:14:50.270 not only Doctor Nasser,

NOTE Confidence: 0.9410308

00:14:50.270 --> 00:14:52.706 the leadership above him was engaging

NOTE Confidence: 0.9410308

00:14:52.710 --> 00:14:54.685 in this type of behavior that

NOTE Confidence: 0.9410308

00:14:54.685 --> 00:14:57.590 speaks to a climate and a culture.

NOTE Confidence: 0.9410308

00:14:57.590 --> 00:14:58.870 And so when we think

NOTE Confidence: 0.9410308

00:14:58.870 --> 00:15:00.230 about ferreting that out,

NOTE Confidence: 0.9410308

00:15:00.230 --> 00:15:01.990 we have to think about how can we

NOTE Confidence: 0.9410308

00:15:01.990 --> 00:15:03.626 interrupt that when we see it happening.

NOTE Confidence: 0.9410308

00:15:03.630 --> 00:15:05.790 We interrupted at the lowest level.

NOTE Confidence: 0.9410308

00:15:05.790 --> 00:15:06.864 Inappropriate jokes,

NOTE Confidence: 0.9410308

00:15:06.864 --> 00:15:07.938 inappropriate comments,

NOTE Confidence: 0.9410308

00:15:07.938 --> 00:15:10.623 those types of bystander intervention

NOTE Confidence: 0.9410308

00:15:10.623 --> 00:15:12.841 or leadership intervention are among

NOTE Confidence: 0.9410308

00:15:12.841 --> 00:15:15.711 some of the most successful at signaling

NOTE Confidence: 0.9410308

00:15:15.711 --> 00:15:17.998 to folks this doesn't happen here.

NOTE Confidence: 0.9410308

00:15:17.998 --> 00:15:19.908 We don't allow that idea.
NOTE Confidence: 0.9410308

00:15:19.910 --> 00:15:24.026 We actually have a 0 tolerance policy.
NOTE Confidence: 0.9410308

00:15:24.030 --> 00:15:27.400 OK. So I want to talk a bit about consent.
NOTE Confidence: 0.9410308

00:15:27.400 --> 00:15:28.720 There's a few layers to this.
NOTE Confidence: 0.9410308

00:15:28.720 --> 00:15:30.760 So we often think about consent.
NOTE Confidence: 0.9410308

00:15:30.760 --> 00:15:32.480 For those of you who may have college
NOTE Confidence: 0.9410308

00:15:32.480 --> 00:15:33.878 students or high school students,
NOTE Confidence: 0.9410308

00:15:33.880 --> 00:15:35.518 you think about Okay, affirmative consent.
NOTE Confidence: 0.9410308

00:15:35.520 --> 00:15:37.059 You're teaching that to students, right?
NOTE Confidence: 0.9410308

00:15:37.059 --> 00:15:37.398 Yes.
NOTE Confidence: 0.9410308

00:15:37.398 --> 00:15:40.110 It's important that you be aware of how
NOTE Confidence: 0.9410308

00:15:40.179 --> 00:15:43.035 you'll find consent as affirmative consent,
NOTE Confidence: 0.9410308

00:15:43.040 --> 00:15:45.038 which is not just the absence of the no,
NOTE Confidence: 0.9410308

00:15:45.040 --> 00:15:48.230 it's the presence of a yes.
NOTE Confidence: 0.9410308

00:15:48.230 --> 00:15:48.556 However,
NOTE Confidence: 0.9410308

00:15:48.556 --> 00:15:50.838 it's also important for you to know

NOTE Confidence: 0.9410308

00:15:50.838 --> 00:15:53.404 that if you engage in sexual romantic

NOTE Confidence: 0.9410308

00:15:53.404 --> 00:15:56.069 contact in the workplace with a colleague,

NOTE Confidence: 0.9410308

00:15:56.070 --> 00:15:57.015 the affirmative consent

NOTE Confidence: 0.9410308

00:15:57.015 --> 00:15:58.905 standards apply to you as well.

NOTE Confidence: 0.9410308

00:15:58.910 --> 00:16:00.090 So it's important for you

NOTE Confidence: 0.9410308

00:16:00.090 --> 00:16:01.270 to be aware of that.

NOTE Confidence: 0.9410308

00:16:01.270 --> 00:16:02.590 If there's workplace conduct

NOTE Confidence: 0.9410308

00:16:02.590 --> 00:16:04.240 happening and somebody files a

NOTE Confidence: 0.9410308

00:16:04.240 --> 00:16:05.908 complaint that it was non consensual,

NOTE Confidence: 0.9410308

00:16:05.910 --> 00:16:08.868 particularly if there's any power dynamic,

NOTE Confidence: 0.9410308

00:16:08.870 --> 00:16:10.515 affirmative consent will be one

NOTE Confidence: 0.9410308

00:16:10.515 --> 00:16:12.548 of the rubrics under which that

NOTE Confidence: 0.9410308

00:16:12.548 --> 00:16:14.158 interaction will be based on.

NOTE Confidence: 0.9410308

00:16:14.160 --> 00:16:16.386 It's also important for you to know

NOTE Confidence: 0.9410308

00:16:16.386 --> 00:16:18.721 that Yale has certain policies related

NOTE Confidence: 0.9410308

00:16:18.721 --> 00:16:20.156 to teacher student relationships,
NOTE Confidence: 0.9410308

00:16:20.156 --> 00:16:22.480 so I'm going to read to you
NOTE Confidence: 0.9410308

00:16:22.540 --> 00:16:23.800 the language directly.
NOTE Confidence: 0.9410308

00:16:23.800 --> 00:16:25.040 You can find all of this on the
NOTE Confidence: 0.93145925

00:16:25.120 --> 00:16:27.358 Title 9 website, but here's what
NOTE Confidence: 0.93145925

00:16:27.360 --> 00:16:29.040 it says in relevant part.
NOTE Confidence: 0.93145925

00:16:29.040 --> 00:16:32.262 Teachers must avoid sexual or romantic
NOTE Confidence: 0.93145925

00:16:32.262 --> 00:16:34.410 relationships with students over
NOTE Confidence: 0.93145925

00:16:34.495 --> 00:16:37.039 whom they have or might reasonably
NOTE Confidence: 0.93145925

00:16:37.039 --> 00:16:39.590 expect to have direct pedagogical
NOTE Confidence: 0.93145925

00:16:39.590 --> 00:16:41.918 or supervisory relationships,
NOTE Confidence: 0.93145925

00:16:41.920 --> 00:16:44.952 regardless of whether the
NOTE Confidence: 0.93145925

00:16:44.952 --> 00:16:47.226 engagement with consensual.
NOTE Confidence: 0.93145925

00:16:47.230 --> 00:16:49.366 So there's a prohibition where you're
NOTE Confidence: 0.93145925

00:16:49.366 --> 00:16:52.392 in a position of authority over students
NOTE Confidence: 0.93145925

00:16:52.392 --> 00:16:54.947 from romantic or sexual relationships.

NOTE Confidence: 0.93145925

00:16:54.950 --> 00:16:55.842 In addition to that,

NOTE Confidence: 0.93145925

00:16:55.842 --> 00:16:57.470 let's say that power dynamics not apply.

NOTE Confidence: 0.93145925

00:16:57.470 --> 00:16:59.732 It's important to keep the consensual

NOTE Confidence: 0.93145925

00:16:59.732 --> 00:17:02.390 that for with consent standards or not.

NOTE Confidence: 0.93288916

00:17:05.030 --> 00:17:06.422 OK, there's an online

NOTE Confidence: 0.93288916

00:17:06.422 --> 00:17:07.814 training module of this.

NOTE Confidence: 0.93288916

00:17:07.820 --> 00:17:08.780 It kind of looks like this.

NOTE Confidence: 0.93288916

00:17:08.780 --> 00:17:09.740 For those of you taking it,

NOTE Confidence: 0.93288916

00:17:09.740 --> 00:17:11.455 it's the watercolor drawings that show up.

NOTE Confidence: 0.93288916

00:17:11.460 --> 00:17:13.740 It's about 20 minutes,

NOTE Confidence: 0.93288916

00:17:13.740 --> 00:17:15.378 so we're going to ask you to complete that.

NOTE Confidence: 0.93288916

00:17:15.380 --> 00:17:16.397 You haven't already.

NOTE Confidence: 0.93288916

00:17:16.397 --> 00:17:18.770 There's also a 2 hour state mandated

NOTE Confidence: 0.93288916

00:17:18.836 --> 00:17:21.100 sexual harassment prevention training.

NOTE Confidence: 0.93288916

00:17:21.100 --> 00:17:21.976 I don't know if any of

NOTE Confidence: 0.93288916

00:17:21.976 --> 00:17:22.740 you have taken that yet.
NOTE Confidence: 0.93288916

00:17:22.740 --> 00:17:24.372 It's kind of the two lawyers
NOTE Confidence: 0.93288916

00:17:24.372 --> 00:17:26.575 and a lot of scenarios that I
NOTE Confidence: 0.93288916

00:17:26.575 --> 00:17:28.657 am advancing a lot of screens.
NOTE Confidence: 0.93288916

00:17:28.660 --> 00:17:31.061 So I definitely encourage you to make
NOTE Confidence: 0.93288916

00:17:31.061 --> 00:17:33.504 sure to get those trainings done or
NOTE Confidence: 0.93288916

00:17:33.504 --> 00:17:36.988 you'll get a lot of kind of pestering emails.
NOTE Confidence: 0.93288916

00:17:36.990 --> 00:17:37.800 All right?
NOTE Confidence: 0.93288916

00:17:37.800 --> 00:17:39.825 So response and support resources.
NOTE Confidence: 0.93288916

00:17:39.830 --> 00:17:41.204 One of the most important things
NOTE Confidence: 0.93288916

00:17:41.204 --> 00:17:42.914 I would say if you take nothing
NOTE Confidence: 0.93288916

00:17:42.914 --> 00:17:44.402 else away from today outside of
NOTE Confidence: 0.93288916

00:17:44.402 --> 00:17:46.069 my coffee and food suggestions,
NOTE Confidence: 0.93288916

00:17:46.070 --> 00:17:48.238 take take this away and make sure that
NOTE Confidence: 0.93288916

00:17:48.238 --> 00:17:50.506 you know where you can go for support.
NOTE Confidence: 0.93288916

00:17:50.510 --> 00:17:53.282 So there's a couple of localized resources.

NOTE Confidence: 0.93288916

00:17:53.282 --> 00:17:55.529 I'll be talking about showing you the

NOTE Confidence: 0.93288916

00:17:55.529 --> 00:17:57.643 pictures of who at the School of Medicine

NOTE Confidence: 0.93288916

00:17:57.643 --> 00:17:59.159 and then university wide resources.

NOTE Confidence: 0.93288916

00:17:59.160 --> 00:18:01.566 So the Office of Institutional Equity

NOTE Confidence: 0.93288916

00:18:01.566 --> 00:18:04.200 and Accessibility and the Title 9 office.

NOTE Confidence: 0.93288916

00:18:04.200 --> 00:18:05.480 I received both of those.

NOTE Confidence: 0.93288916

00:18:05.480 --> 00:18:06.880 We work very closely together.

NOTE Confidence: 0.93288916

00:18:06.880 --> 00:18:08.708 We share physical space.

NOTE Confidence: 0.93288916

00:18:08.708 --> 00:18:10.993 Those are the centralized offices.

NOTE Confidence: 0.93288916

00:18:11.000 --> 00:18:12.185 Sometimes people say I don't

NOTE Confidence: 0.93288916

00:18:12.185 --> 00:18:14.200 want to go to the local resource,

NOTE Confidence: 0.93288916

00:18:14.200 --> 00:18:16.840 I'd rather go right to the central resource.

NOTE Confidence: 0.93288916

00:18:16.840 --> 00:18:18.016 This feels so tender.

NOTE Confidence: 0.93288916

00:18:18.016 --> 00:18:20.251 Or maybe the people of the localized

NOTE Confidence: 0.93288916

00:18:20.251 --> 00:18:22.711 resource you think they have relationships

NOTE Confidence: 0.93288916

00:18:22.711 --> 00:18:25.229 with the folks are concerned about.
NOTE Confidence: 0.93288916

00:18:25.230 --> 00:18:27.190 Or any other brave reasons.
NOTE Confidence: 0.93288916

00:18:27.190 --> 00:18:30.508 You can always come straight to us,
NOTE Confidence: 0.93288916

00:18:30.510 --> 00:18:32.226 but you also have localized resources,
NOTE Confidence: 0.93288916

00:18:32.230 --> 00:18:34.654 so discrimination and harassment
NOTE Confidence: 0.93288916

00:18:34.654 --> 00:18:35.866 resource coordinators,
NOTE Confidence: 0.93288916

00:18:35.870 --> 00:18:38.270 one of them will look familiar to Darren.
NOTE Confidence: 0.93288916

00:18:38.270 --> 00:18:39.710 There's also John Francis,
NOTE Confidence: 0.93288916

00:18:39.710 --> 00:18:40.430 Karina Gonzalez,
NOTE Confidence: 0.93288916

00:18:40.430 --> 00:18:42.203 and Marietta Vasquez.
NOTE Confidence: 0.93288916

00:18:42.203 --> 00:18:45.300 They work to both prevent discrimination
NOTE Confidence: 0.93288916

00:18:45.300 --> 00:18:47.500 or harassment and also respond
NOTE Confidence: 0.93288916

00:18:47.500 --> 00:18:49.700 supportively to incidents that occur.
NOTE Confidence: 0.93288916

00:18:49.700 --> 00:18:51.410 They're a great first stop
NOTE Confidence: 0.93288916

00:18:51.410 --> 00:18:53.708 if you have concerns based on
NOTE Confidence: 0.93288916

00:18:53.708 --> 00:18:55.259 discrimination or harassment,

NOTE Confidence: 0.93288916

00:18:55.260 --> 00:18:58.218 implicit bias, things of that nature,

NOTE Confidence: 0.93288916

00:18:58.220 --> 00:18:59.960 or if you're working with a

NOTE Confidence: 0.93288916

00:18:59.960 --> 00:19:01.700 student or a colleague who does,

NOTE Confidence: 0.93288916

00:19:01.700 --> 00:19:04.068 they're a good first stop to think about

NOTE Confidence: 0.93288916

00:19:04.068 --> 00:19:06.740 how might you want to approach this problem.

NOTE Confidence: 0.93288916

00:19:06.740 --> 00:19:09.218 Meeting with them does not automatically

NOTE Confidence: 0.93288916

00:19:09.218 --> 00:19:10.870 launch some big investigation.

NOTE Confidence: 0.93288916

00:19:10.870 --> 00:19:13.550 You're generally very serious allegations.

NOTE Confidence: 0.93288916

00:19:13.550 --> 00:19:16.245 Going to retain the control to decide

NOTE Confidence: 0.93288916

00:19:16.245 --> 00:19:18.390 what happens with your concern.

NOTE Confidence: 0.93288916

00:19:18.390 --> 00:19:19.930 Deputy Title 9 coordinators,

NOTE Confidence: 0.93288916

00:19:19.930 --> 00:19:21.470 you'll see Darren again.

NOTE Confidence: 0.93288916

00:19:21.470 --> 00:19:24.390 He has both roles, which is really helpful.

NOTE Confidence: 0.93288916

00:19:24.390 --> 00:19:25.580 And then you have three others in

NOTE Confidence: 0.93288916

00:19:25.580 --> 00:19:27.234 the school as well, Cindy Cristo,

NOTE Confidence: 0.93288916

00:19:27.234 --> 00:19:29.544 Rosemary Fisher, and Megan King.
NOTE Confidence: 0.93288916

00:19:29.550 --> 00:19:31.515 And these folks specifically have
NOTE Confidence: 0.93288916

00:19:31.515 --> 00:19:33.480 training around sex and gender
NOTE Confidence: 0.93288916

00:19:33.545 --> 00:19:34.589 based harassment,
NOTE Confidence: 0.93288916

00:19:34.590 --> 00:19:36.279 including sexual harassment,
NOTE Confidence: 0.93288916

00:19:36.279 --> 00:19:37.968 pregnancy and parenting,
NOTE Confidence: 0.93288916

00:19:37.970 --> 00:19:40.154 which falls under title 9 and other
NOTE Confidence: 0.93288916

00:19:40.154 --> 00:19:42.686 types of supports related to sex and gender.
NOTE Confidence: 0.9363103

00:19:44.930 --> 00:19:46.414 And you may want to contact them
NOTE Confidence: 0.9363103

00:19:46.414 --> 00:19:47.929 to report a specific concern.
NOTE Confidence: 0.9363103

00:19:47.930 --> 00:19:50.290 Just have a supportive conversation.
NOTE Confidence: 0.9363103

00:19:50.290 --> 00:19:52.240 Sometimes people access the local
NOTE Confidence: 0.9363103

00:19:52.240 --> 00:19:54.325 resources to say somebody made a
NOTE Confidence: 0.9363103

00:19:54.325 --> 00:19:55.850 really off coloring market meeting.
NOTE Confidence: 0.9363103

00:19:55.850 --> 00:19:57.610 I don't want to make a huge case about it,
NOTE Confidence: 0.9363103

00:19:57.610 --> 00:19:59.842 but how do you suggest I deal with it?

NOTE Confidence: 0.9363103

00:19:59.850 --> 00:20:01.890 That's a great reason to go to that.

NOTE Confidence: 0.9363103

00:20:01.890 --> 00:20:03.738 We don't want you to ever feel like

NOTE Confidence: 0.9363103

00:20:03.738 --> 00:20:05.835 you or colleagues or students have to

NOTE Confidence: 0.9363103

00:20:05.835 --> 00:20:08.129 sort of sit with something by yourself.

NOTE Confidence: 0.9363103

00:20:08.130 --> 00:20:10.832 And then we can also provide supportive

NOTE Confidence: 0.9363103

00:20:10.832 --> 00:20:12.690 measures including academic employment,

NOTE Confidence: 0.9363103

00:20:12.690 --> 00:20:15.170 housing or workplace modifications,

NOTE Confidence: 0.9363103

00:20:15.170 --> 00:20:17.210 depending on these facts.

NOTE Confidence: 0.94223356

00:20:19.770 --> 00:20:22.878 So here's some real life concerns that

NOTE Confidence: 0.94223356

00:20:22.878 --> 00:20:25.126 have been brought to discrimination,

NOTE Confidence: 0.94223356

00:20:25.126 --> 00:20:27.416 harassment, and Title 9 coordinators

NOTE Confidence: 0.94223356

00:20:27.416 --> 00:20:29.920 over the past couple of years.

NOTE Confidence: 0.94223356

00:20:29.920 --> 00:20:32.060 It gives you a sense of the types of pieces

NOTE Confidence: 0.94223356

00:20:32.112 --> 00:20:33.944 that we see and the types of concerns

NOTE Confidence: 0.94223356

00:20:33.944 --> 00:20:35.933 that you might want to bring forward.

NOTE Confidence: 0.94223356

00:20:35.933 --> 00:20:38.598 This is a small sampling
NOTE Confidence: 0.94223356

00:20:38.600 --> 00:20:39.920 the the range is wide.
NOTE Confidence: 0.94223356

00:20:39.920 --> 00:20:41.313 This is not the only types of
NOTE Confidence: 0.94223356

00:20:41.313 --> 00:20:42.560 concerns you can bring forward,
NOTE Confidence: 0.94223356

00:20:42.560 --> 00:20:43.785 but I'll just give you
NOTE Confidence: 0.94223356

00:20:43.785 --> 00:20:45.240 a minute with this list.
NOTE Confidence: 0.9276802

00:20:53.840 --> 00:20:56.896 And as I think about a couple of
NOTE Confidence: 0.9276802

00:20:56.896 --> 00:20:59.288 specific cases that this refers to
NOTE Confidence: 0.9276802

00:20:59.290 --> 00:21:01.474 when when offices like ours and the
NOTE Confidence: 0.9276802

00:21:01.474 --> 00:21:02.770 coordinators were involved early,
NOTE Confidence: 0.9276802

00:21:02.770 --> 00:21:05.626 some of these we were able to produce
NOTE Confidence: 0.9276802

00:21:05.626 --> 00:21:08.209 solutions or supports to very quickly.
NOTE Confidence: 0.9276802

00:21:08.210 --> 00:21:09.452 So when we think about something
NOTE Confidence: 0.9276802

00:21:09.452 --> 00:21:10.690 like graffiti on a building,
NOTE Confidence: 0.9276802

00:21:10.690 --> 00:21:13.434 we can work with the Police Department to
NOTE Confidence: 0.9276802

00:21:13.434 --> 00:21:15.678 very quickly get that both taken away,

NOTE Confidence: 0.9276802

00:21:15.678 --> 00:21:17.014 but also investigated the

NOTE Confidence: 0.9276802

00:21:17.014 --> 00:21:19.130 case on PPO in particular,

NOTE Confidence: 0.9276802

00:21:19.130 --> 00:21:21.326 they were able to find folks who did it,

NOTE Confidence: 0.9276802

00:21:21.330 --> 00:21:23.010 luckily not members of our community,

NOTE Confidence: 0.9276802

00:21:23.010 --> 00:21:25.542 members of the local high school

NOTE Confidence: 0.9276802

00:21:25.542 --> 00:21:27.206 community and manage it in that way.

NOTE Confidence: 0.9276802

00:21:27.210 --> 00:21:29.744 So I would encourage you to bring

NOTE Confidence: 0.9276802

00:21:29.744 --> 00:21:31.884 forward concerns so that we can

NOTE Confidence: 0.9276802

00:21:31.884 --> 00:21:33.380 address them and you can do that.

NOTE Confidence: 0.9276802

00:21:33.380 --> 00:21:35.564 You can reach out to a discrimination

NOTE Confidence: 0.9276802

00:21:35.564 --> 00:21:36.500 approximate resource coordinator,

NOTE Confidence: 0.9276802

00:21:36.500 --> 00:21:38.936 Shortland DHRC here or Channel 9 coordinator

NOTE Confidence: 0.9276802

00:21:38.936 --> 00:21:43.460 or as I mentioned the central offices.

NOTE Confidence: 0.9276802

00:21:43.460 --> 00:21:45.700 I also want to mention your Channel

NOTE Confidence: 0.9276802

00:21:45.700 --> 00:21:46.660 9 reporting responsibilities.

NOTE Confidence: 0.9276802

00:21:46.660 --> 00:21:48.578 So we talked about you have rights,
NOTE Confidence: 0.9276802

00:21:48.580 --> 00:21:50.420 you also have responsibilities.
NOTE Confidence: 0.9276802

00:21:50.420 --> 00:21:55.128 So if you are in the position of receiving
NOTE Confidence: 0.9276802

00:21:55.130 --> 00:21:58.770 a disclosure from a student in particular,
NOTE Confidence: 0.9276802

00:21:58.770 --> 00:22:02.766 but from anyone regarding sexual misconduct,
NOTE Confidence: 0.9276802

00:22:02.770 --> 00:22:03.916 given your roles,
NOTE Confidence: 0.9276802

00:22:03.916 --> 00:22:06.590 we would have a reporting obligation to
NOTE Confidence: 0.9276802

00:22:06.666 --> 00:22:08.958 either your deputy Title 9 coordinators
NOTE Confidence: 0.9276802

00:22:08.958 --> 00:22:11.570 or to the central Title 9 office.
NOTE Confidence: 0.9276802

00:22:11.570 --> 00:22:13.922 Are any of you coming from prior
NOTE Confidence: 0.9276802

00:22:13.922 --> 00:22:15.408 institutions where you remember
NOTE Confidence: 0.9276802

00:22:15.408 --> 00:22:17.448 having this kind of obligation?
NOTE Confidence: 0.9276802

00:22:17.450 --> 00:22:19.970 So this isn't new to everyone.
NOTE Confidence: 0.9276802

00:22:19.970 --> 00:22:22.819 And so the way I suggest managing
NOTE Confidence: 0.9276802

00:22:22.819 --> 00:22:25.044 this is if you are in the position
NOTE Confidence: 0.9276802

00:22:25.044 --> 00:22:26.320 where somebody comes forward to you,

NOTE Confidence: 0.9276802

00:22:26.320 --> 00:22:27.136 first of all,

NOTE Confidence: 0.9276802

00:22:27.136 --> 00:22:29.040 that's a really important moment for that.

NOTE Confidence: 0.9276802

00:22:29.040 --> 00:22:31.916 The research shows us that the first

NOTE Confidence: 0.9276802

00:22:31.916 --> 00:22:33.706 person that someone tells they're

NOTE Confidence: 0.9276802

00:22:33.706 --> 00:22:35.400 experiencing harassment or misconduct,

NOTE Confidence: 0.9276802

00:22:35.400 --> 00:22:39.028 their reaction will have a long

NOTE Confidence: 0.9276802

00:22:39.028 --> 00:22:41.086 line impact on how they feel about

NOTE Confidence: 0.9276802

00:22:41.086 --> 00:22:42.919 it and what they do next.

NOTE Confidence: 0.9276802

00:22:42.920 --> 00:22:45.638 So if the reaction is supportive,

NOTE Confidence: 0.9276802

00:22:45.640 --> 00:22:47.584 that can go a long way and somebody

NOTE Confidence: 0.9276802

00:22:47.584 --> 00:22:48.973 feeling like they can take

NOTE Confidence: 0.9276802

00:22:48.973 --> 00:22:50.393 agency to manage the situation.

NOTE Confidence: 0.9276802

00:22:50.400 --> 00:22:53.552 If the reaction is blaming or minimizing,

NOTE Confidence: 0.9276802

00:22:53.552 --> 00:22:56.007 they may never tell anyone.

NOTE Confidence: 0.9276802

00:22:56.010 --> 00:22:57.310 It's really interesting stuff.

NOTE Confidence: 0.9276802

00:22:57.310 --> 00:22:59.745 We really harp on this with the
NOTE Confidence: 0.9276802

00:22:59.745 --> 00:23:01.429 undergraduates because it's particular
NOTE Confidence: 0.9276802

00:23:01.429 --> 00:23:03.930 particularly potent in their age range.
NOTE Confidence: 0.9276802

00:23:03.930 --> 00:23:05.834 Talk to them about how to be
NOTE Confidence: 0.9276802

00:23:05.834 --> 00:23:07.710 a good receiver of concerns,
NOTE Confidence: 0.9276802

00:23:07.710 --> 00:23:10.890 but it's also relevant with you.
NOTE Confidence: 0.9276802

00:23:10.890 --> 00:23:12.122 So if you are on the receiving
NOTE Confidence: 0.9276802

00:23:12.122 --> 00:23:13.170 end of the disclosure,
NOTE Confidence: 0.9276802

00:23:13.170 --> 00:23:14.430 first know that somebody is
NOTE Confidence: 0.9276802

00:23:14.430 --> 00:23:15.690 really trusting me with that.
NOTE Confidence: 0.9276802

00:23:15.690 --> 00:23:17.250 And it's a really important moment.
NOTE Confidence: 0.9276802

00:23:17.250 --> 00:23:18.610 And somebody who has received,
NOTE Confidence: 0.9276802

00:23:18.610 --> 00:23:20.050 given the nature of my job,
NOTE Confidence: 0.9276802

00:23:20.050 --> 00:23:22.468 dozens and dozens of these disclosures,
NOTE Confidence: 0.9276802

00:23:22.470 --> 00:23:24.906 which one is a really important moment.
NOTE Confidence: 0.9276802

00:23:24.910 --> 00:23:27.230 And you do want to be able to

NOTE Confidence: 0.9276802

00:23:27.230 --> 00:23:29.652 channel postal resources even to say,

NOTE Confidence: 0.9276802

00:23:29.652 --> 00:23:31.228 look, this is something,

NOTE Confidence: 0.9276802

00:23:31.230 --> 00:23:33.286 there's an office that I can call for

NOTE Confidence: 0.9276802

00:23:33.286 --> 00:23:35.218 help or deputy Title 9 coordinator

NOTE Confidence: 0.9276802

00:23:35.218 --> 00:23:37.246 who can support and talk through

NOTE Confidence: 0.9276802

00:23:37.305 --> 00:23:38.907 what to do with this matter.

NOTE Confidence: 0.9276802

00:23:38.910 --> 00:23:40.710 We're not asking each of you

NOTE Confidence: 0.9276802

00:23:40.710 --> 00:23:42.509 to be experts in Title 9.

NOTE Confidence: 0.9276802

00:23:42.510 --> 00:23:44.550 That would be an unfair expectation.

NOTE Confidence: 0.9276802

00:23:44.550 --> 00:23:45.971 We are asking you to channel it

NOTE Confidence: 0.9276802

00:23:45.971 --> 00:23:47.422 to the Title 9 experts so that

NOTE Confidence: 0.9276802

00:23:47.422 --> 00:23:48.610 we can provide a range of

NOTE Confidence: 0.93338513

00:23:48.664 --> 00:23:49.573 resources and support

NOTE Confidence: 0.93338513

00:23:49.573 --> 00:23:50.785 that someone might need.

NOTE Confidence: 0.9135047

00:23:53.530 --> 00:23:54.530 And then what happens after

NOTE Confidence: 0.9135047

00:23:54.530 --> 00:23:55.796 a lot of people say, well,
NOTE Confidence: 0.9135047

00:23:55.796 --> 00:23:57.658 what happens after I make that call
NOTE Confidence: 0.9135047

00:23:57.658 --> 00:24:00.157 if I if I let a deputy Channel 9
NOTE Confidence: 0.9135047

00:24:00.157 --> 00:24:02.249 coordinator know or the Channel 9 office.
NOTE Confidence: 0.9135047

00:24:02.250 --> 00:24:06.658 So we typically ask for an
NOTE Confidence: 0.9135047

00:24:06.658 --> 00:24:08.156 initial discussion, say, hey,
NOTE Confidence: 0.9135047

00:24:08.156 --> 00:24:09.927 we heard there might be a concern,
NOTE Confidence: 0.9135047

00:24:09.930 --> 00:24:11.827 we like to provide support and we
NOTE Confidence: 0.9135047

00:24:11.827 --> 00:24:13.827 can have a meeting to say what
NOTE Confidence: 0.9135047

00:24:13.827 --> 00:24:15.369 sort of resources do you need?
NOTE Confidence: 0.9135047

00:24:15.370 --> 00:24:17.542 Are you safe when an intimate
NOTE Confidence: 0.9135047

00:24:17.542 --> 00:24:18.628 partner violence situation,
NOTE Confidence: 0.9135047

00:24:18.630 --> 00:24:20.086 someone might need assistance
NOTE Confidence: 0.9135047

00:24:20.086 --> 00:24:21.906 with safety planning or housing?
NOTE Confidence: 0.9135047

00:24:21.910 --> 00:24:23.382 These are definitely situations
NOTE Confidence: 0.9135047

00:24:23.382 --> 00:24:25.590 you want to bring forward rapidly.

NOTE Confidence: 0.9135047

00:24:25.590 --> 00:24:27.823 There can be a link between intimate

NOTE Confidence: 0.9135047

00:24:27.823 --> 00:24:29.910 partner violence and workplace violence.

NOTE Confidence: 0.9135047

00:24:29.910 --> 00:24:31.630 Sure, you have seen that in the headlines.

NOTE Confidence: 0.9135047

00:24:31.630 --> 00:24:33.688 That hurt all of us when there

NOTE Confidence: 0.9135047

00:24:33.688 --> 00:24:35.190 are workplace violence incidents.

NOTE Confidence: 0.9135047

00:24:35.190 --> 00:24:37.198 That is one of the reasons you need

NOTE Confidence: 0.9135047

00:24:37.198 --> 00:24:39.347 to make sure to get those to us as

NOTE Confidence: 0.9135047

00:24:39.347 --> 00:24:41.257 soon as they are disposed to you.

NOTE Confidence: 0.9135047

00:24:41.260 --> 00:24:43.048 We protect privacy and share information

NOTE Confidence: 0.9135047

00:24:43.048 --> 00:24:45.059 only on a need to know basis.

NOTE Confidence: 0.9135047

00:24:45.060 --> 00:24:47.055 So if you do report something out,

NOTE Confidence: 0.9135047

00:24:47.060 --> 00:24:48.924 it may be that you don't receive a

NOTE Confidence: 0.9135047

00:24:48.924 --> 00:24:50.980 whole lot back other than confirmation.

NOTE Confidence: 0.9135047

00:24:50.980 --> 00:24:52.880 That's intentional to protect the

NOTE Confidence: 0.9135047

00:24:52.880 --> 00:24:54.780 privacy rights that people involved.

NOTE Confidence: 0.9135047

00:24:54.780 --> 00:24:58.567 This is another area folks at Yale
NOTE Confidence: 0.9135047

00:24:58.567 --> 00:25:01.088 School Medicine like to use Reply All a
NOTE Confidence: 0.9135047

00:25:01.088 --> 00:25:03.490 lot or a lot of people on the copy line.
NOTE Confidence: 0.9135047

00:25:03.490 --> 00:25:05.330 This is an area not to do that.
NOTE Confidence: 0.9135047

00:25:05.330 --> 00:25:06.980 You want to keep this pretty
NOTE Confidence: 0.9135047

00:25:06.980 --> 00:25:07.805 discreet and private.
NOTE Confidence: 0.9135047

00:25:07.810 --> 00:25:09.833 We can have a discussion when you
NOTE Confidence: 0.9135047

00:25:09.833 --> 00:25:11.609 call about who needs to know.
NOTE Confidence: 0.9135047

00:25:11.610 --> 00:25:13.122 You may have reasons that you feel
NOTE Confidence: 0.9135047

00:25:13.122 --> 00:25:14.370 like other folks need to know.
NOTE Confidence: 0.9135047

00:25:14.370 --> 00:25:17.676 We can talk about further than you.
NOTE Confidence: 0.9135047

00:25:17.676 --> 00:25:19.606 And importantly, reporting your concern,
NOTE Confidence: 0.9135047

00:25:19.610 --> 00:25:21.829 I just cannot emphasize this enough is
NOTE Confidence: 0.9135047

00:25:21.829 --> 00:25:23.690 not automatically launch an investigation.
NOTE Confidence: 0.9135047

00:25:23.690 --> 00:25:25.364 That's often a fear of folks
NOTE Confidence: 0.9135047

00:25:25.364 --> 00:25:27.000 who are disclosing a concern.

NOTE Confidence: 0.9135047

00:25:27.000 --> 00:25:29.817 It is the very rare case where the

NOTE Confidence: 0.9135047

00:25:29.817 --> 00:25:31.598 institution on its own initiative,

NOTE Confidence: 0.9135047

00:25:31.600 --> 00:25:34.156 would move forward with an investigation

NOTE Confidence: 0.9135047

00:25:34.160 --> 00:25:36.696 in virtually all incidents,

NOTE Confidence: 0.9135047

00:25:36.696 --> 00:25:38.598 with some exceptions,

NOTE Confidence: 0.9135047

00:25:38.600 --> 00:25:40.226 And the exceptions would be where

NOTE Confidence: 0.9135047

00:25:40.226 --> 00:25:42.906 there's a concern about the safety of others.

NOTE Confidence: 0.9135047

00:25:42.906 --> 00:25:45.038 But in most incidences,

NOTE Confidence: 0.9135047

00:25:45.040 --> 00:25:46.874 the person on the receiving end of

NOTE Confidence: 0.9135047

00:25:46.874 --> 00:25:48.304 the behavior that is of concern

NOTE Confidence: 0.9135047

00:25:48.304 --> 00:25:50.028 is going to have a lot of agency

NOTE Confidence: 0.9135047

00:25:50.028 --> 00:25:51.196 over what happens next

NOTE Confidence: 0.93047166

00:25:53.390 --> 00:25:54.570 and then resolution options.

NOTE Confidence: 0.93047166

00:25:54.570 --> 00:25:57.670 So we are able to do formal investigations

NOTE Confidence: 0.93047166

00:25:57.670 --> 00:25:59.788 and that includes our university wide

NOTE Confidence: 0.93047166

00:25:59.788 --> 00:26:01.668 committee on section was conduct
NOTE Confidence: 0.93047166

00:26:01.668 --> 00:26:03.708 our office of Institutional Equity.
NOTE Confidence: 0.93047166

00:26:03.710 --> 00:26:05.480 We are also able to offer
NOTE Confidence: 0.93047166

00:26:05.480 --> 00:26:06.070 informal resolutions.
NOTE Confidence: 0.93047166

00:26:06.070 --> 00:26:08.428 Sometimes folks just want a discussion,
NOTE Confidence: 0.93047166

00:26:08.430 --> 00:26:10.134 mediation, A facilitated dialogue.
NOTE Confidence: 0.93047166

00:26:10.134 --> 00:26:13.891 We do have the capacity to offer that and
NOTE Confidence: 0.93047166

00:26:13.891 --> 00:26:16.740 to support that And so that's something we
NOTE Confidence: 0.93047166

00:26:16.740 --> 00:26:19.220 explore the folks who come for as well.
NOTE Confidence: 0.93047166

00:26:19.220 --> 00:26:20.820 And then I do want to mention share,
NOTE Confidence: 0.93047166

00:26:20.820 --> 00:26:22.986 our share center is our confidential
NOTE Confidence: 0.93047166

00:26:22.986 --> 00:26:25.396 resource around any types of tax or
NOTE Confidence: 0.93047166

00:26:25.396 --> 00:26:27.740 gender based conduct, sexual harassment,
NOTE Confidence: 0.93047166

00:26:27.740 --> 00:26:29.900 partner violence, stalking.
NOTE Confidence: 0.93047166

00:26:29.900 --> 00:26:31.740 And these folks are available,
NOTE Confidence: 0.93047166

00:26:31.740 --> 00:26:35.046 they are extraordinary and they are

NOTE Confidence: 0.93047166

00:26:35.046 --> 00:26:37.564 available to you staff, students,

NOTE Confidence: 0.93047166

00:26:37.564 --> 00:26:39.724 faculty and we highly recommend

NOTE Confidence: 0.93047166

00:26:39.724 --> 00:26:43.148 them as a place to send somebody in

NOTE Confidence: 0.93047166

00:26:43.148 --> 00:26:46.167 addition to make their report to us if

NOTE Confidence: 0.93047166

00:26:46.167 --> 00:26:48.818 they have a concern of these issues.

NOTE Confidence: 0.93047166

00:26:48.818 --> 00:26:52.440 There is some 24/7 or extremely sensitive.

NOTE Confidence: 0.92422324

00:26:58.870 --> 00:27:01.790 OK. And then of course the Police Department,

NOTE Confidence: 0.92422324

00:27:01.790 --> 00:27:03.310 I've often heard our chief,

NOTE Confidence: 0.92422324

00:27:03.310 --> 00:27:04.410 Anthony Campbell say if you

NOTE Confidence: 0.92422324

00:27:04.410 --> 00:27:05.870 think you need to call police,

NOTE Confidence: 0.92422324

00:27:05.870 --> 00:27:07.270 you need to call police.

NOTE Confidence: 0.92422324

00:27:07.270 --> 00:27:08.142 So when in doubt,

NOTE Confidence: 0.92422324

00:27:08.142 --> 00:27:10.150 if you feel like there's a safety issue,

NOTE Confidence: 0.92422324

00:27:10.150 --> 00:27:13.147 that is always a call to make their right.

NOTE Confidence: 0.92422324

00:27:13.150 --> 00:27:14.508 On the issues that I deal with,

NOTE Confidence: 0.92422324

00:27:14.510 --> 00:27:16.260 they have a team of
NOTE Confidence: 0.92422324

00:27:16.260 --> 00:27:17.310 specially trained officers,
NOTE Confidence: 0.92422324

00:27:17.310 --> 00:27:20.870 especially related to sexual violence,
NOTE Confidence: 0.92422324

00:27:20.870 --> 00:27:22.822 and we have a listing app with nobody's
NOTE Confidence: 0.92422324

00:27:22.822 --> 00:27:25.033 talked to you about it yet that can be
NOTE Confidence: 0.92422324

00:27:25.033 --> 00:27:26.974 helpful to download various warnings and
NOTE Confidence: 0.92422324

00:27:26.974 --> 00:27:29.422 other resources and links to resources.
NOTE Confidence: 0.92422324

00:27:29.430 --> 00:27:32.069 We, I think in the undergrad orientation,
NOTE Confidence: 0.92422324

00:27:32.070 --> 00:27:33.270 we sit around and watch them
NOTE Confidence: 0.92422324

00:27:33.270 --> 00:27:34.310 and make them download this.
NOTE Confidence: 0.92422324

00:27:34.310 --> 00:27:35.108 I'm not going to do that,
NOTE Confidence: 0.92422324

00:27:35.110 --> 00:27:38.660 but I think this is a useful app to have.
NOTE Confidence: 0.92422324

00:27:38.660 --> 00:27:40.914 I'm going to end with a discussion
NOTE Confidence: 0.92422324

00:27:40.914 --> 00:27:42.780 about accessibility and accommodations,
NOTE Confidence: 0.92422324

00:27:42.780 --> 00:27:43.730 including briefly,
NOTE Confidence: 0.92422324

00:27:43.730 --> 00:27:46.580 I'm going to talk about religious

NOTE Confidence: 0.92422324

00:27:46.580 --> 00:27:47.055 accommodations.

NOTE Confidence: 0.92422324

00:27:47.060 --> 00:27:50.000 OK, so we have confidence to ensure

NOTE Confidence: 0.92422324

00:27:50.000 --> 00:27:53.043 accessibility here at Yale and to ensure

NOTE Confidence: 0.92422324

00:27:53.043 --> 00:27:55.178 equal access and full participation

NOTE Confidence: 0.92422324

00:27:55.178 --> 00:27:57.818 for all members of our community.

NOTE Confidence: 0.92422324

00:27:57.820 --> 00:28:00.036 We have a website that details a lot

NOTE Confidence: 0.92422324

00:28:00.036 --> 00:28:02.923 of this accessibility dot Yale dot Edu,

NOTE Confidence: 0.92422324

00:28:02.923 --> 00:28:06.038 the important takeaways for today

NOTE Confidence: 0.92422324

00:28:06.040 --> 00:28:06.886 student accessibility services.

NOTE Confidence: 0.92422324

00:28:06.886 --> 00:28:08.860 So for those of you who are

NOTE Confidence: 0.92422324

00:28:08.908 --> 00:28:09.958 working with students,

NOTE Confidence: 0.92422324

00:28:09.960 --> 00:28:11.856 we have an office that facilitates

NOTE Confidence: 0.92422324

00:28:11.856 --> 00:28:13.920 accommodations in the medical school setting.

NOTE Confidence: 0.92422324

00:28:13.920 --> 00:28:14.874 Shami is wonderful.

NOTE Confidence: 0.92422324

00:28:14.874 --> 00:28:18.127 He is the key point of contact in our

NOTE Confidence: 0.92422324

00:28:18.127 --> 00:28:20.039 student accessibility services office.
NOTE Confidence: 0.92422324

00:28:20.040 --> 00:28:22.240 And so if you were not the receiving
NOTE Confidence: 0.92422324

00:28:22.240 --> 00:28:24.749 end of like a letter saying that
NOTE Confidence: 0.92422324

00:28:24.749 --> 00:28:26.639 your student has an accommodation
NOTE Confidence: 0.92422324

00:28:26.640 --> 00:28:28.680 and you have concerns or questions,
NOTE Confidence: 0.92422324

00:28:28.680 --> 00:28:30.928 just reach on out to SAS and they're
NOTE Confidence: 0.92422324

00:28:30.928 --> 00:28:33.238 happy to talk that through with you.
NOTE Confidence: 0.92422324

00:28:33.240 --> 00:28:36.176 About 25% of the students in the School
NOTE Confidence: 0.92422324

00:28:36.176 --> 00:28:38.717 of Medicine are registered with SIS.
NOTE Confidence: 0.92422324

00:28:38.720 --> 00:28:40.799 Many of those are solely related to
NOTE Confidence: 0.92422324

00:28:40.799 --> 00:28:42.444 exam accommodations, but not all.
NOTE Confidence: 0.92422324

00:28:42.444 --> 00:28:44.880 And we can be helpful and supportive.
NOTE Confidence: 0.92422324

00:28:44.880 --> 00:28:46.176 There are some places in the
NOTE Confidence: 0.92422324

00:28:46.176 --> 00:28:47.320 school where the physical plant,
NOTE Confidence: 0.92422324

00:28:47.320 --> 00:28:48.712 they're making huge improvements,
NOTE Confidence: 0.92422324

00:28:48.712 --> 00:28:50.800 but there are some places where

NOTE Confidence: 0.92422324

00:28:50.858 --> 00:28:52.418 the physical plant is more or

NOTE Confidence: 0.92422324

00:28:52.418 --> 00:28:54.664 less able to be navigated,

NOTE Confidence: 0.92422324

00:28:54.664 --> 00:28:56.648 particularly for those with

NOTE Confidence: 0.92422324

00:28:56.648 --> 00:28:57.640 mobility restrictions.

NOTE Confidence: 0.92422324

00:28:57.640 --> 00:28:59.240 So we can help with that as well.

NOTE Confidence: 0.93126464

00:29:01.400 --> 00:29:02.438 I do want to mention too,

NOTE Confidence: 0.93126464

00:29:02.440 --> 00:29:03.434 I don't have a slide on it,

NOTE Confidence: 0.93126464

00:29:03.440 --> 00:29:05.960 but if you develop or have a

NOTE Confidence: 0.93126464

00:29:05.960 --> 00:29:07.368 disability that requires accommodation

NOTE Confidence: 0.93126464

00:29:07.368 --> 00:29:09.480 or if a professional staff or

NOTE Confidence: 0.93126464

00:29:09.537 --> 00:29:11.037 faculty member you work with,

NOTE Confidence: 0.93126464

00:29:11.040 --> 00:29:12.840 the office that manages those

NOTE Confidence: 0.93126464

00:29:12.840 --> 00:29:14.640 is the office of institutional

NOTE Confidence: 0.93126464

00:29:14.700 --> 00:29:16.200 equity and Accessibility.

NOTE Confidence: 0.93126464

00:29:16.200 --> 00:29:17.922 And so if you need an accommodation

NOTE Confidence: 0.93126464

00:29:17.922 --> 00:29:19.800 related to a disability or if
NOTE Confidence: 0.93126464

00:29:19.800 --> 00:29:21.600 you develop a disability that
NOTE Confidence: 0.93126464

00:29:21.600 --> 00:29:22.320 requires accommodation,
NOTE Confidence: 0.93126464

00:29:22.320 --> 00:29:24.048 we will support that
NOTE Confidence: 0.93126464

00:29:24.048 --> 00:29:25.440 interactive process for you.
NOTE Confidence: 0.93126464

00:29:25.440 --> 00:29:26.720 Staff go through HR
NOTE Confidence: 0.93590873

00:29:28.960 --> 00:29:30.696 and then I do want to know
NOTE Confidence: 0.93590873

00:29:30.696 --> 00:29:32.538 religious accommodation, so we have
NOTE Confidence: 0.93590873

00:29:32.538 --> 00:29:33.876 religious accommodation guidelines.
NOTE Confidence: 0.93590873

00:29:33.880 --> 00:29:35.566 And if you have students who
NOTE Confidence: 0.93590873

00:29:35.566 --> 00:29:37.151 are unable to attend classes
NOTE Confidence: 0.93590873

00:29:37.151 --> 00:29:39.156 because of their religious belief,
NOTE Confidence: 0.93590873

00:29:39.160 --> 00:29:41.344 you we ask them to discuss
NOTE Confidence: 0.93590873

00:29:41.344 --> 00:29:42.800 the with their instructor.
NOTE Confidence: 0.93590873

00:29:42.800 --> 00:29:44.438 This may happen in the last setting,
NOTE Confidence: 0.93590873

00:29:44.440 --> 00:29:45.756 it may happen in a class setting,

NOTE Confidence: 0.93590873

00:29:45.760 --> 00:29:48.476 it may happen in a practical setting.

NOTE Confidence: 0.93590873

00:29:48.480 --> 00:29:50.433 We ask them to give a lot of notice,

NOTE Confidence: 0.93590873

00:29:50.440 --> 00:29:52.440 but if you need any guidance for support,

NOTE Confidence: 0.93590873

00:29:52.440 --> 00:29:54.200 you can contact us.

NOTE Confidence: 0.93590873

00:29:54.200 --> 00:29:56.840 Similarly as faculty and also staff,

NOTE Confidence: 0.93590873

00:29:56.840 --> 00:29:59.008 there are religious accommodation

NOTE Confidence: 0.93590873

00:29:59.008 --> 00:30:00.634 protections as well.

NOTE Confidence: 0.93590873

00:30:00.640 --> 00:30:03.121 So if you need an accommodation for

NOTE Confidence: 0.93590873

00:30:03.121 --> 00:30:04.776 a holiday that's not recognized

NOTE Confidence: 0.93590873

00:30:04.776 --> 00:30:06.750 by the institution or otherwise,

NOTE Confidence: 0.93590873

00:30:06.750 --> 00:30:08.140 you are encouraged to discuss

NOTE Confidence: 0.93590873

00:30:08.140 --> 00:30:09.793 that with your manager and you

NOTE Confidence: 0.93590873

00:30:09.793 --> 00:30:11.029 can also work with L i.e.

NOTE Confidence: 0.93590873

00:30:11.030 --> 00:30:13.106 A to support that request further.

NOTE Confidence: 0.9328601

00:30:15.350 --> 00:30:17.345 So in summary, I want to thank

NOTE Confidence: 0.9328601

00:30:17.345 --> 00:30:19.429 you all and welcome you here.

NOTE Confidence: 0.9328601

00:30:19.430 --> 00:30:22.070 I know that was a lot of information.

NOTE Confidence: 0.9328601

00:30:22.070 --> 00:30:23.390 Hopefully you feel armed to

NOTE Confidence: 0.9328601

00:30:23.390 --> 00:30:25.038 know a little bit more where

NOTE Confidence: 0.9328601

00:30:25.038 --> 00:30:26.664 to look if something comes up.