



Office for Postdoctoral Affairs

POSTDOC COMPLAINT PROCEDURE AND SUPPORT RESOURCES

If you encounter challenging situations at Yale, you can seek assistance and guidance. Your confidentiality will be respected, but certain situations may require mandated reporting in compliance with the law.

Step 1: Contact the Office for Postdoctoral Affairs at postdoc.affairs@yale.edu for advice, guidance, and connections to additional Yale resources.

Step 2: Review the Postdoc Complaint Procedure [here](#). For reference, here are definitions of [discrimination](#), [discriminatory harassment](#), [retaliation](#), and [sexual misconduct](#) (including assault, harassment, stalking, intimate partner violence, and more).

| If you are experiencing... | Support Avenue |
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| A need for informal resolution for general discrimination and harassment | Discrimination and Harassment Resource Coordinators (department specific) |
| Discrimination or harassment based on protected identity | Office of Institutional Equity & Accessibility |
| Sexual misconduct (including assault, harassment, stalking, intimate partner violence, violation of staff relationship) | Title IX Coordinators Sexual Harassment and Assault Response & Education (SHARE): center that provides support for survivors of sexual misconduct. |
| Academic integrity concerns Unprofessional academic behavior (e.g., bullying, verbal abuse, harassment, violation of policies, etc.) | Cynthia Smith, Associate Provost for Health Affairs & Academic Integrity, cynthia.a.smith@yale.edu , 203-432-4446 Yale School of Medicine's Office of Academic & Professional Development 203-785-4683, oapd.acadprof@yale.edu YSM Professionalism Concern Form |
| General confidential reporting (e.g., financial, research, HIPAA, Safety or Environmental matters, etc.) | Yale University Hotline 877-360-YALE |
| Additional wellbeing resources | |
| Yale crisis hotlines Helplines for urgent situations. Counseling support through Counseling services (Yale Health Plan members) Being Well at Yale for General wellness resources for the Yale community. | Yale Stress Center Resources for managing stress and enhancing well-being. Yale Diversity Offices Resources for promoting diversity and inclusion. Spiritual and emotional support through the Chaplain's Office |

Remember that resources are available to assist you in various situations related to your postdoc role at Yale and are **dedicated** and **confidential** avenues for you to explore.