

Need to Consult?

If you have questions or concerns, consult one of the many Sexual Harassment Advisers listed on the Sexual Harassment Policy Office website: harass.stanford.edu or call **(650) 724-2120**. For more campus resources, see the reverse side.

What is it?

Sexual harassment can be subtle and indirect or blatant and overt. It can may take many forms:

- Unwelcome or coercive sexual advances in exchange for favorable treatment, or under the threat of unfavorable treatment (e.g., grades, jobs, promotions).
- Sexual or gender-related behaviors that create a hostile academic, living, or work environment.
- Persistent and unwanted communication of a sexual nature (e.g., in person, by phone, text, email, or social media).
- Misconduct could consist of repeated actions or may even arise from a single incident if sufficiently severe.
- It may have the effect of causing an individual to change behavior or work performance.

Why It's Important

Sexual harassment can:

- Create fear and intimidation
- Be an attempt to control someone
- Lead to tension or conflict in a residential community or workplace
- Deprive others of the opportunity to study, work, and live in a supportive environment

How to Stop it

- Recognize and speak up when behavior is making you or others uncomfortable.
- Ignoring a problem won't solve it. Most situations get progressively worse, not better.
- Seek advice from people who can help. Contact the resources on the reverse side or on our website: harass.stanford.edu/help/resources

Important Tips

Be aware of cultural differences. When someone says "stop" or expresses uneasiness, respect their boundaries.

The absence of objection to, or complicity with, misconduct does not mean the behavior is welcome.

Whether behavior is offensive or not depends on how it is perceived, not how it was intended.

About Consensual Relationships

Stanford has a detailed policy regarding consensual sexual and romantic relationships between people in inherently unequal positions, such as: teachers and students, supervisors and employees, coaches and athletes, mentors and advisees.

Consensual relationships between individuals in inherently unequal positions should in general be avoided and in many

circumstances are strictly prohibited by this policy.

Failure to comply with University policy governing these relationships may result in disciplinary action.

Please see 1.7.2 in the Stanford Administrative Guide for details.

About Students

Stanford's policies and Title IX, the federal law prohibiting sex discrimination in educational institutions, provide broad protections to students from unlawful sexual harassment and prohibited sexual conduct.

For more information visit:

sexualviolencesupport.stanford.edu

The sexual harassment policy applies to all students, faculty and staff of Stanford University, as well as others who participate in university programs and activities, both on and off-campus, including overseas programs.

Individuals who violate this policy are subject to discipline up to and including discharge, expulsion and/or other appropriate sanction or action.



Reporting Concerns

Stanford offers a variety of resources and services to students, faculty, and staff who are concerned about sexual harassment and other forms for misconduct.

About confidentiality

The University will make reasonable and appropriate efforts to preserve an individual's privacy and protect the confidentiality of information. Some federal and state laws limit the level of confidentiality that can be maintained and in some situations, reporting may be required.

It is always a good idea to ask about your options regarding confidentiality before sharing the details of your concern.

Confidential consultations about sexual harassment and other forms of prohibited conduct are available from persons who, by law, have special professional status.

At Stanford University, the following offices are confidential resources:

Counseling and Psychological Services (CAPS)

vaden.stanford.edu/caps-and-wellness

Faculty and Staff Help Center

(faculty, staff, post docs)

cardinalatwork.stanford.edu/

faculty-staff-help-center

Office of the Ombuds

ombuds.stanford.edu

med.stanford.edu/ombuds

Office for Religious Life

religiouslife.stanford.edu

University Resources

Sexual Harassment Advisers

(located in each school/division)

harass.stanford.edu/help/advisers

Sexual Assault Support & Resources*

sexualviolencesupport.stanford.edu

For Concerns Involving Faculty, Staff, Post docs

Sexual Harassment Policy Office

harass.stanford.edu

harass@stanford.edu

(650) 724-2120

For Concerns Involving Students

Title IX Coordinator, Jill Thomas

titleix.stanford.edu

titleix@stanford.edu

(650) 497-4955

Office of Sexual Assault & Relationship Abuse Education & Response

sara.stanford.edu

*Includes support for all forms of sexual violence such as sexual harassment & misconduct, relationship violence, domestic abuse, and stalking.

Confidential Resources for Sexual Violence

Confidential Support Team

Confidential support to students impacted by sexual assault and relationship violence, including domestic abuse, intimate partner abuse, stalking, and sexual or gender-based harassment.

CST Office: (650) 736-6933

CST 24/7 Hotline: (650) 725-9955

YWCA of Silicon Valley

24-hour sexual assault, domestic violence, and human trafficking support line

(800) 572-2782