Dealing with Sexual Harassment

Sexual harassment is a confusing and controversial topic. This flyer is meant to provide help and information on dealing with sexual harassment issues.

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 650-7242120.

For more campus resources, see the reverse side.

What Is It?
Sexual harassment may take several forms:
- Unwelcome or coercive sexual advances in exchange for favorable treatment, or under the threat of unfavorable treatment (e.g., grades, jobs, promotions).
- Sexually 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, on Facebook or Twitter).
- The behavior can be repeated or may be one incident, if sufficiently severe; it can occur between peers, in hierarchical relationships, or between persons of the same or opposite gender; it can be subtle or blatant.
- Sexual assault can also be a form of, or a result of, sexual harassment.

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.

Important Tips
Be aware of cultural differences. In general, what’s acceptable to one may not be to another.
When someone says “stop” or expresses uneasiness, respect their boundaries.

How to Stop It
- Recognize and speak up when behavior is making you or others uncomfortable.
- Don’t put up with it. Most often situations get progressively worse, not better.
- If it is safe to do so, tell the person to stop, verbally or in writing.
- Don’t forget—There are people who can help. Contact the resources on the reverse page or on the website: harass.stanford.edu

Sexual harassment is against the law, violates university policy, and can result in university disciplinary sanctions as well as legal actions.

Faculty and supervisors perform a unique role in preventing, recognizing and reporting sexual harassment concerns on campus. For more information on the responsibilities of faculty and supervisors, see training sections at harass.stanford.edu.

Stanford University’s Policy on Consensual Relationships
Stanford has a policy on consensual relationships pertaining to those with supervisory, teaching, coaching, or evaluative responsibilities. The policy requires certain actions if the relationship involves those who are in inherently unequal positions and where a supervisory relationship exists. Please see: harass.stanford.edu
for Counseling Services:

Counseling & Psychological Services (for undergraduate & graduate students)
vaden.stanford.edu/caps
(650) 723-3785

Faculty and Staff Help Center (for postdocs, faculty & staff)
helpcenter.stanford.edu
helpcenter@lists.stanford.edu
(650) 723-4577

Office for Religious Life
www.stanford.edu/group/religiosity
religious-life@stanford.edu
(650) 723-1762

for Impartial Dispute Resolution:

Office of the Ombuds
www.stanford.edu/dept/ombuds
ombuds@stanford.edu
(650) 723-3682

Office of the Ombudsperson, School of Medicine
med.stanford.edu/ombuds
mmckee@stanford.edu
(650) 498-5744

for Compliance Assurance concerns:

Institutional Ethics and Compliance Hotline
http://www.stanford.edu/dept/Internal-Audit
To make an anonymous report:
http://institutionalcompliance.stanford.edu/report/compliance@stanford.edu
(650) 721-2667

for concerns about Sexual Assault or Relationship Abuse:

Office of Sexual Assault & Relationship Abuse Education & Response
studentaffairs.stanford.edu/sara
saraoffice@stanford.edu
(650) 725-1056

Title IX Officer, Rosa Gonzalez
http://www.stanford.edu/dept/diversityaccess/titleIX.html
equal.opportunity@stanford.edu
(650) 723-0755

for concerns about Sexual Harassment:

Sexual Harassment Advisers (located in each school/division)
harass.stanford.edu/SHadvisers

Sexual Harassment Policy Office
harass.stanford.edu
harass@stanford.edu
(650) 724-2120

Human Resource Managers

for concerns about Discrimination:

Diversity and Access Office
www.stanford.edu/dept/diversityaccess
equal.opportunity@stanford.edu
(650) 723-0755
TTY: (650) 723-1216

Office of Accessible Education (students)
http://studentaffairs.stanford.edu/oae
csutherland@stanford.edu
(650) 722-1066
TTY: (650) 722-1067

for Fundamental Standard and Honor Code concerns:

Office of Community Standards (students)
http://studentaffairs.stanford.edu/judicialaffairs
judicial.affairs@stanford.edu
(650) 725-2485

for concerns about Sexual Assault or Relationship Abuse:

YWCA Stanford Hotline (24 hour anonymous rape crisis counseling)
(650) 725-9955

The YWCA Support Network (Domestic Violence)
supportnetwork.org
(800) 572-2782