Stanford

**Summer/Fall 2019 "Early Adopter" Non-Supervisor* Sexual Harassment Prevention Training:
FAQs**

Do you need an active SUNet ID to access the online program?
Yes, all employees must have an active SUNet ID to access the training in STARS and receive credit for this requirement.

I am a supervisor or faculty member, do I need to complete this training?
No, supervisors and faculty should NOT complete this course. They are assigned to a different course.

I completed Harassment Prevention Training for Supervisors and Faculty in 2019, do I need to complete this?
No, if you completed the Harassment Prevention Training for Supervisors/Faculty (2019) in 2019, you are not required to complete this.

I do not have a computer, how do I complete the training?
Please work with your manager or your local Human Resources department to arrange for computer access. Limited classroom sessions will be available in 2019 through the STARS registration process.

Is there a live version of the training I can take?
In 2019, the Sexual Harassment Policy Office will have limited classroom sessions that are available via registration in STARS.

Are Post Docs required to complete this training?
Currently, Post Docs are assigned and required to complete this course (new Post Docs are assigned on a monthly basis). ***Post Docs should not self-enroll; wait for your STARS assignment email.***

I am a temporary or casual employee, do I need to take this?
Starting in 2020, temporary or casual employees hired by the university will be assigned and required to complete this training within the first 30 days of service. Temporary and casual employees are not eligible to complete the training in 2019.

If your temporary employment term will be less than 30 days, you will still be auto-assigned the training in STARS but are exempt from this requirement. Instead, you should receive the following flyers from your school, department or hiring manager: "About Our Shared Culture of Respect" and "Dealing With Sexual Harassment" available for download here: https://harass.stanford.edu/informational-flyers

Do enrolled students who work as employees or in staff positions need to take this training?
More information about student staff training obligations will be forthcoming later this fall. For now, students should take training assigned to them based on their status as a student and as assigned by their supervisor. Students are not eligible for the "Early Adopter" program.

*All non-supervisory employees, including academic staff, other teaching titles, temporary and casual employees hired directly by Stanford are required to complete this training.

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Is the online program accessible to all?
Stanford partners with EVERFI to provide online education. EVERFI solutions are designed to be accessible under the Americans with Disabilities Act (Titles II & III), Section 504 of the Rehabilitation Act, and the accessibility standards set forth by the W3Cs Web Content Accessibility Guidelines (WCAG) 2.0 and Section 508 of the Rehabilitation Act.

Stanford and EVERFI are committed to delivering great educational and training experiences and building digitally inclusive programs for all. If you cannot access content or use features of any of the Sexual Harassment Policy Office trainings, please report your accessibility issue or contact the Sexual Harassment Policy Office at shpo-training@stanford.edu or 650-725-0646.

The training content may be difficult for me: is there an alternate way for me to comply with this obligation?
The training program does cover various forms of sexual violence such as sexual misconduct, harassment, domestic violence and stalking and may trigger strong feelings. If this is the case for you, please seek help. The Faculty Staff Help Center is available to employees. Please call 650-723-4577 for assistance. Click here for more resources.

For additional concerns about this content, please contact the Sexual Harassment Policy Office shpo-training@stanford.edu

What are the consequences if I don't take this training?
Stanford is offering a voluntary "Early Adopter" option in the summer/fall of 2019 to complete this training. There is no consequence for not completing it in 2019. All employees who do not take the course in 2019 will be assigned to the training in early 2020 and notified via a STARS Assignment email with details.

Beginning in 2020, the training is mandated by state law and therefore not optional. Schools and business units will be expected to ensure that employees complete the legally required training.

If I take the training in 2019, do I have to take it again in 2020?
No, if you complete the training by the November 15th 2019 deadline, you will have fulfilled the 2020 requirement. The next training obligation will be in 2022.

Will I get paid for the time it takes to complete this training?
Yes, employees will be paid for their time to complete the training.

Will this training by offered in languages other than English?
In 2020, the online program will be offered in Spanish.

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