

# SHARE Title IX Office

- The newly configured **Sexual Harassment/Assault Response & Education (SHARE) Title IX Office** is the University office charged with addressing sexual harassment and assault through response, prevention, and education work
- Two teams
  - SHARE: Response team (formerly the Title IX Office), led by the Title IX Coordinator
  - SHARE: Education team (formerly the SARA and SHPO Offices)
- Operating remotely during Fall of 2020 due to COVID-19 restrictions



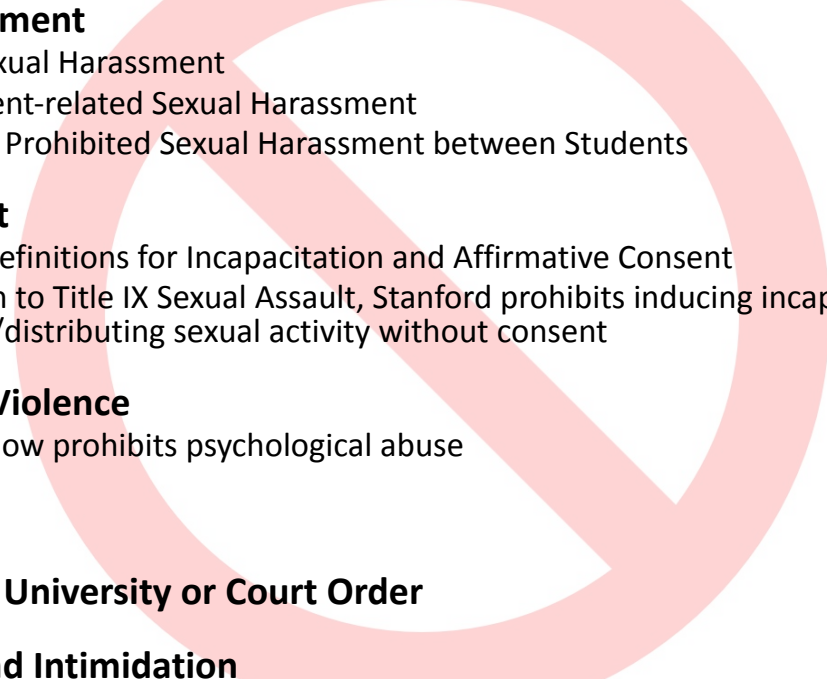
# Stanford's New Policies & Processes

- In May 2020, the Department of Education issued **Title IX regulations** and gave schools until August 14<sup>th</sup> to come into compliance
- On August 14<sup>th</sup>, in accordance with federal law, Stanford issued new policy and processes
  - **Policy:** **Stanford Administrative Guide 1.7.1 (Sexual Harassment)** defines what conduct is expected of all Stanford community members
  - **Processes:** Three processes (**Title IX Procedure, SHARE Hearing Procedure, and SHARE Investigation Procedure**) describe the manner in which Stanford investigates/adjudicates alleged violations of 1.7.1.



# 1.7.1 – Stanford’s Sexual Harassment Policy

Includes both “Title IX prohibited” conduct as that has been defined by the federal government, as well as University prohibited conduct, which is broader than the government’s definitions

- **Sexual Harassment**
    - Title IX Sexual Harassment
    - Employment-related Sexual Harassment
    - University Prohibited Sexual Harassment between Students
  - **Sexual Assault**
    - Includes definitions for Incapacitation and Affirmative Consent
    - In addition to Title IX Sexual Assault, Stanford prohibits inducing incapacitation and recording/distributing sexual activity without consent
  - **Relationship Violence**
    - Stanford now prohibits psychological abuse
  - **Stalking**
  - **Violation of a University or Court Order**
  - **Retaliation and Intimidation**
- 

# If you experience Prohibited Sexual Conduct...

Stanford has confidential and non-confidential resources to help!

For emergency assistance, call 911!



# Confidential Resources\*

## Confidential Support Team (CST)

- Licensed mental health professionals specializing in sexual, relationship, and gender-based violence
- Provides free consultation, crisis support, and referrals (available to all students, no matter where located) as well as ongoing therapy (only available for students located in California, due to state licensing rules)
- [www.vaden.stanford.edu/cst](http://www.vaden.stanford.edu/cst) | 24/7 Hotline: 650-725-9955

Due to Covid-19 restrictions, these resources are operating remotely during Fall of 2020.

## YWCA Silicon Valley – third-party advocacy for survivors – now at Stanford!

- Confidential, independent resource for survivors of sexual assault, relationship violence, and human trafficking
- Criminal & Systems Advocacy, Court Accompaniment, Sexual Assault Forensic Exam Accompaniment, Personal Advocacy, Counseling & Crisis Support, Therapy (*CA only*), Support Groups, Safety Planning, Legal Services
- 24/7 Support Line: 800-572-2782

Note: Some services only available locally in Santa Clara County. For those living out of area, support provided to connect with local resources.

\* In addition to the primary resources listed above, additional confidential resources include: The Office of the Ombuds ([www.ombuds.Stanford.edu](http://www.ombuds.Stanford.edu) | [ombuds@Stanford.edu](mailto:ombuds@Stanford.edu) | 650-497-1542); Clergy in the Office for Religious Life ([www.orl.stanford.edu](http://www.orl.stanford.edu) | [religious-life@stanford.edu](mailto:religious-life@stanford.edu)); and Counseling & Psychological Services (CAPS) ([vaden.stanford.edu/caps](http://vaden.stanford.edu/caps) | 24/7 Hotline: 650-723-3785)

# Non-Confidential Resources\*

## To make a report:

### SHARE Title IX Office

- Response team:  
[titleix@stanford.edu](mailto:titleix@stanford.edu) | 650-497-4955
- Education team: [saraoffice@stanford.edu](mailto:saraoffice@stanford.edu) | 650-725-1056

## For immediate assistance:

### Undergrads:

- Residence Assistants (RAs)
- Residence Dean (RD) On Call
  - **24/7 Support: 650-504-8022**

### Grad Students:

- Graduate Life Office (GLO) Dean On Call
  - **24/7 GLO pager 650-723-7288 | pager ID 25085**
  - **25085@pageme.Stanford.edu**
- Community Assistants (CAs)

\* Except for the confidential resources listed on the previous slide, all **faculty, staff supervisors, and student-facing staff** (including many student staff members such as RAs and TAs) are Responsible Employees and must share information with the Title IX Coordinator.

# When we receive a concern...

Dear Student,

I am the Outreach and Student Resources Manager in Stanford's SHARE Title IX Office. Our role is to ensure that Stanford community members are free from harassment and violence based on sex/gender.

We have received a report that you may have been impacted by such conduct. I am very sorry for your experience, and I would like to offer to meet with you to understand more about this incident and about how this office may be able to help. We can, for example, assist you if you are seeking any supportive measures, such as counseling, assistance seeking extensions on course deadlines or other academic modifications, or measures for your safety. Supportive measures are available to you whether or not you wish to pursue an investigation by filing a Formal Complaint.

I can also discuss with you Stanford's processes (including explaining how to file a Formal Complaint to request an investigation and explaining the importance of preserving evidence and identifying witnesses) and answer any questions you may have about either Stanford's processes or outside processes. The conduct reported to our office may be a crime, and I am available to assist you in making a report to the local authorities if you so choose.

Additionally, I want to make sure that you are aware of the University resources available to you, as outlined in the attached brochures. Two particular resources, located in Kingscote Gardens and operating remotely at this time due to COVID-19 restrictions, may be especially useful to you:

- Confidential Support Team (CST) counselors are reachable via a 24/7 hotline at 650.725.9955 or at 650.736.6933 for appointments.

## Gentle Outreach Offering Supportive Measures

- The YWCA Silicon Valley provides a confidential, independent resource for survivors and is reachable via 24/7 Support Line at 800.572.2782

Much more information is available online

at: <https://sexualviolencesupport.stanford.edu>. I would be happy to discuss your options and resources with you, with no obligation to utilize any resource you might have questions about.

Stanford will make reasonable and appropriate efforts to preserve your privacy and to protect the confidentiality of information we discuss. While Stanford cannot absolutely guarantee confidentiality in all cases, we will seek to limit the number of individuals who may learn of the incident. Stanford is able to provide you with many supportive measures without revealing your identity to the Respondent (i.e., the person alleged to have harmed you). However, should you choose to file a Formal Complaint and initiate an investigation, Stanford will be required by federal law to disclose your identity to the Respondent.

If you need a disability-related accommodation in order to speak with us now or at any time within the Title IX process, please let me know as soon as possible so that we can ensure accessibility. Please do not hesitate to contact me if I can be of any assistance at any time.

# Supportive Measures

- Complainant is entitled to Supportive Measures upon report to SHARE Title IX Office, regardless of whether investigation is initiated
- Types available
  - **Mutual contact restrictions**
  - **Counseling**
  - **Assistance seeking academic modifications**
  - **Assistance seeking housing modifications**
  - **Safety measures**
- Case by case assessment
- Supportive Measures also available to Respondents





# What Happens Next?

- Complainant may meet with someone from the SHARE Title IX Office for more information and to explore/access **supportive measures**
- Complainant can request an **investigation**
- Complainant can choose to take **no action**
  - In most cases involving student Respondents, Complainant retains agency
    - Unless aggravating factors are present (such as violence or multiple reports)
  - In cases involving faculty/staff Respondents, Stanford may be required to investigate under state laws
  - Complainants are never forced to participate in an investigation. If they do not participate, the University's ability to respond may be limited.



# Stanford's Procedures in a Nutshell

## Title IX Procedure:

- Governs conduct defined by the federal government as “Title IX” conduct that occurred after August 14, 2020
- Applies to all Respondents (students, staff, faculty, post-doctoral scholars)
- Significant differences: Requires the filing of a “Formal Complaint” and includes “live” cross-examination by parties’ advisors at hearing

## SHARE Hearing & Investigation Procedures:

- Governs 1.7.1 conduct that is outside Title IX scope and/or occurred before 8/14 and/or outside of U.S. and/or to a non-Stanford Complainant
- If Respondent is faculty member or student  investigation and hearing (**SHARE Hearing Procedure**) – similar to TIX Procedure but NO advisor cross-exam
- If Respondent is a staff member or post-doctoral scholar  no hearing (**SHARE Investigation Procedure**)

## Regardless of which process is used:

- Students are entitled to attorney time, free of cost, with an attorney of their choice from a panel of University-identified attorneys
  - Number of free attorney hours depends on which process is used, but in all cases it is an increase over what was previously provided
- All investigations are conducted by trained, trauma-informed University investigators
- All hearings are conducted by a single, external, neutral Hearing Officer

# Support Throughout

- Any student going through a Title IX or SHARE procedure is entitled to a support person of their choosing:
  - Attorney
  - Parent
  - Friend
  - RA or RD
- Stanford provides students a certain number of hours of free attorney time (number depends on which process is used) from a panel of attorneys who contract with Stanford to provide these services
- If a matter reaches a hearing and the student does not have a support person, one will be designated for them for purposes of conducting cross-examination at the hearing