

Responsible Employee

**How reporting
relates to your role**

**Student
Staff
Training
2022**

take what

you need

Confidential:
<https://vaden.stanford.edu/cst>

Agenda

- **Policies**
- **Reporting responsibilities and expectations**
- **How to support someone who discloses their experience**
- **Resources**
- **Follow-up actions**

The image features a watercolor-style background with soft, blended colors of red, orange, and white. A solid, dark brown horizontal band runs across the middle of the image. The word "Policies" is centered within this band in a white, sans-serif font.

Policies

Stanford's Policies & Processes

- Title IX is a one-sentence federal law that prohibits sex discrimination in educational programming, overseen by the Department of Education's Office for Civil Rights
- As required by law, Stanford has developed and implemented sexual harassment policies and procedures
 - **Policy:** [Stanford Administrative Guide 1.7.1 \(Sexual Harassment\)](#) defines what conduct is expected of all Stanford community members
 - **Procedures:** Three new procedures ([Title IX Procedure](#), [SHARE Hearing Procedure](#), and [SHARE Investigation Procedure](#)) describe the manner in which Stanford investigates/adjudicates alleged violations of 1.7.1 involving students



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**

- Includes both Title IX Sexual Harassment and University Prohibited Sexual Harassment (which is broader)
- Includes both quid pro quo and hostile environment sexual harassment

- **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 prohibits psychological abuse in addition to physical violence and threats of violence

- **Stalking**

- **Violation of a University or Court Order**

- **Retaliation and Intimidation**

Sources: [Stanford Admin. Guide 1.7.1](#) and [SHARE video on policies/procedures/resources](#)

Highlight: AOD Policy, F. Sexual Violence Reporting

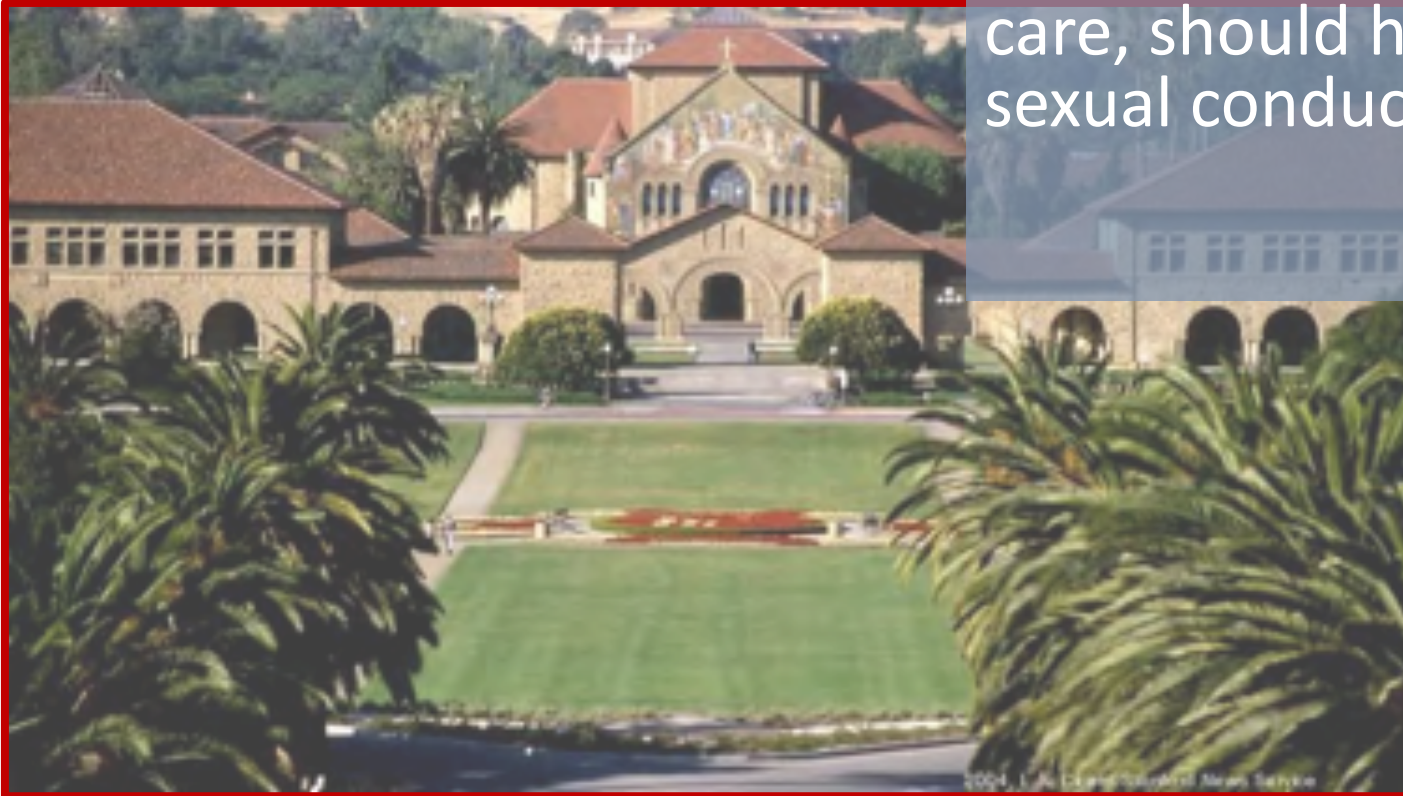
Students who report experiencing or witnessing Prohibited Sexual Conduct **will not be subject to any reporting or disciplinary action** (commencing when such report is made) with respect to their alcohol or drug consumption in connection with reported incident(s) of Prohibited Sexual Conduct



The background features a watercolor-style wash of colors, including shades of pink, red, orange, and white. A solid dark grey horizontal band is positioned across the middle of the image, serving as a backdrop for the text.

Reporting Responsibilities & Expectations

Your Role as a Responsible Employee



Responsible Employees must promptly report to the Title IX Coordinator if they know, or in the exercise of reasonable care, should have known, about prohibited sexual conduct.

Includes all faculty, staff supervisors, and student-facing staff, including student-staff (you!)

When to Report

Hat On / Hat Off Rule



You ARE required to report when you receive information of prohibited sexual conduct in your capacity as a Student Staff:

- during workshops and outreach;
- anytime you're receiving information as a staff (e.g. someone approaches you because they know you're a staff)

You are NOT required to report when you receive information from a friend as a friend, or otherwise unrelated to your staff role.

If in doubt, err on the side of reporting or calling to consult!

Reminders: How to Report

911

- If anyone is in danger or needs emergency assistance

Title IX Coordinator
(share.stanford.edu)

- Report via email at titleix@stanford.edu, call (650) 497-4955, or visit Kingscote Gardens (2nd Floor; Suite 240)
- Provide names, dates, locations, and nature of conduct
- Can contact them for consult anytime

Clery
(650-329-2413)

- If the alleged conduct involves: rape, fondling, incest, dating/domestic violence, stalking, drugging
- May need to call or submit electronic form, depending on type of crime
- Do not disclose party names without Complainant's consent!
- You are also Campus Security Authorities (CSAs) per the Clery Act, which means you must report certain types of conduct to SUDPS

Professional Staff
Direct or On-Call

- Will walk you through next steps, including Clery & Title IX
- Can provide options for confidential and non-confidential resources/consultation
- May organize temporary, interim measures for students

(and always loop in your professional staff!)



Supportive Measures

- Impacted student (survivor/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?

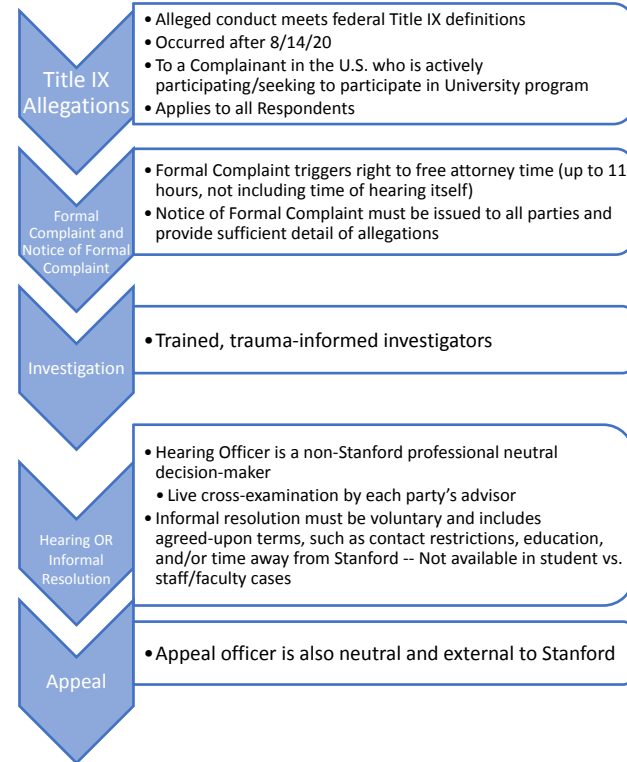
- Impacted student may meet with someone from the SHARE Title IX Office for more information and to explore/access **supportive measures**
- Impacted student can request an **investigation**
 - Three procedures, depending on facts and circumstances
 - Fair, impartial, trauma-informed
- Impacted student can choose to take **no action**
 - In most cases involving student Respondents, Complainant retains agency
 - Unless aggravating factors are present
 - In cases involving faculty/staff Respondents, Stanford may be required to investigate under state laws
 - Impacted students are never forced to participate in an investigation. If they do not participate, the University's ability to respond may be limited.



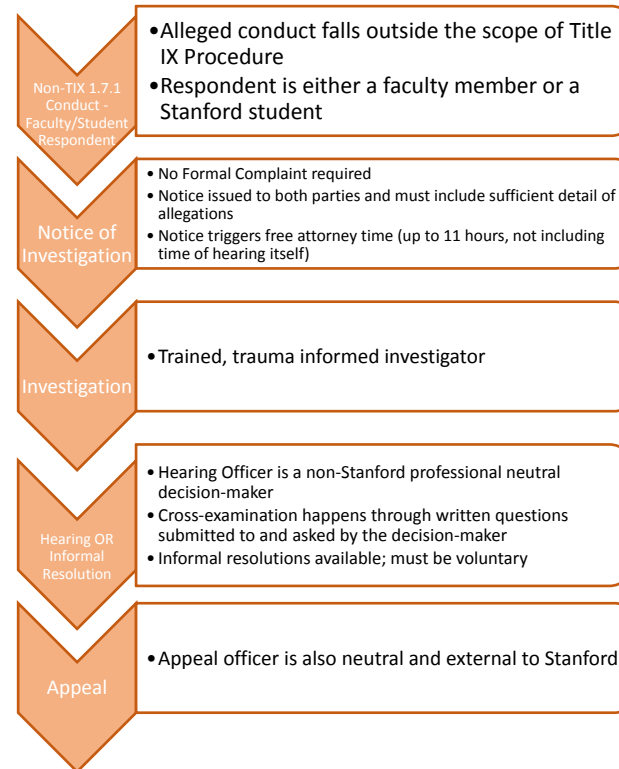
Investigations

Facts and circumstances of each complaint dictate which process applies

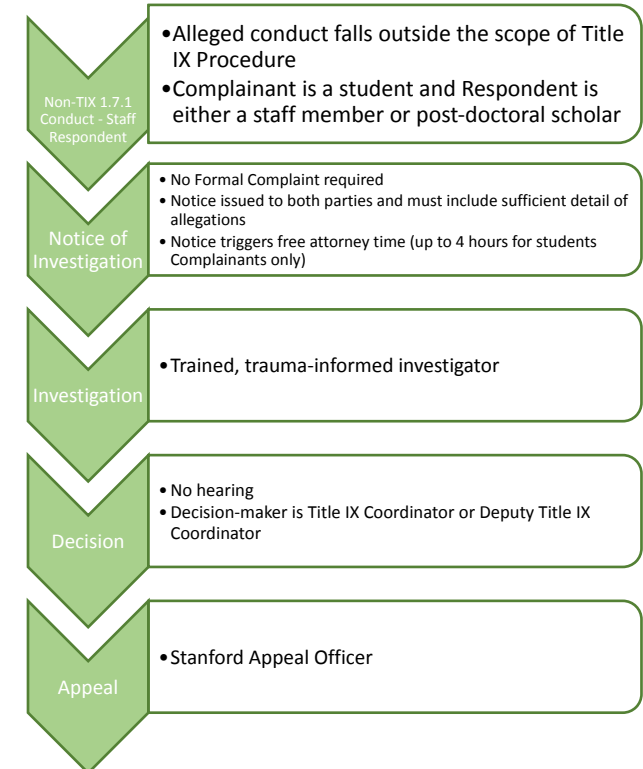
Title IX Procedure



SHARE Hearing Procedure



SHARE Investigation Procedure



Stanford's SHARE Title IX Student Procedures

Stanford has several investigative processes in place to resolve concerns. They start with an initial report and can eventually lead to disciplinary action under a 3-Step process involving the Title IX Coordinator. All parties who become involved in any process involving Title IX should be aware of their rights and options. This document provides information about these processes. You can go to <https://share.stanford.edu> for more information.

Created By:
 Title IX
 Coordinator
 Office of
 Student
 Support



Title IX / SHARE Procedures

Stanford has three different procedures for responding to sexual assault/sexual harassment. The Title IX office has a set of legal guidelines they use to decide which procedure applies to you depending on the circumstances of what occurred, so if you don't feel which procedure your issue falls under, don't worry. In general, Title IX issues must involve Title IX Prohibited Conduct (see pg. 3 of the Title IX Procedures). Incidents must have occurred on campus or during a Stanford activity in the US.

SHARE, investigation and hearing procedures are used for cases that don't fall under Title IX. SHARE procedures also apply to cases that occurred on-campus or off-campus, during a non-Stanford activity, or before August 14, 2020.

Who's Who?

- Complainant:** the one who submitted the complaint
- Respondent:** the one accused of the alleged conduct
- Process Support Person:** can advise with you in interviews with investigators and help you with written submissions
- Hearing Support Person:** attends hearing and does live cross-examination (accompanying the other party) for you
- Hearing Officer:** judge who makes final decision of certain responsibility
- Stanford-Provided Attorney:** confidential and privileged; can give legal advice and be your witness during hearing; student process paid for by Stanford

Title IX Procedure

- Investigation is student, faculty or university staff
- Free legal aid provided (12 hours + hearing time)
- Includes investigation and hearing (may include live cross-exam)
- Final decision made by a neutral hearing officer
- Option for informal resolution only if requested by a student

SHARE Hearing

- Investigation is student or faculty
- Free legal aid provided (12 hours + hearing time)
- Includes investigation and hearing (cannot include cross-exam)
- Final decision made by a neutral hearing officer
- Option for informal resolution

SHARE Investigation

- Investigation is university staff
- Free legal aid provided (12 hours)
- Includes investigation (but no hearing)
- Final decision made by Title IX Coordinator
- Option for informal (voluntary) resolution

What to Expect in the Title IX Process

Formal Complaint

A formal complaint is needed in order for the Title IX office to investigate and begin the process. Without a formal complaint, the university cannot proceed disciplinary actions.



- You don't get an invite or ping or email and you bring all a report and everything else's health or safety at risk. Harassment and intimidation are prohibited.

! The respondent will be sent a Notice of Formal Complaint, which includes names of both parties and details of the event.

Investigation

The investigator will do a search, interview all involved parties and other witnesses. Afterwards, the Title IX Coordinator will decide if the case will go to a hearing.



- You get 10 hours of free time with a Stanford-provided attorney during this period.
- You can choose a "neutral support person," who can be someone you trust or a non-Stanford-provided attorney.

! An investigator may ask you or your friends to record what happened and provide evidence.

Hearing

Hearings are usually virtual. Unless both parties waive it, the hearing includes a live cross-examination. If you're Stanford's hearing officer will oversee the hearing.



- You get 2 hours of free time with a Stanford-provided attorney for hearing preparation and submission and during the hearing.
- You're required to have a "hearing support person," who can be someone you trust or an attorney (Stanford provides you with).
- You can choose to give statements or attend a hearing, but if you do so you can't present your case.

! Unless waived, you'll be questioned by the other party's hearing support person, who could be someone you know.

Decision

After the hearing, the hearing officer will make a decision about responsibility and what actions the school will take. The possible outcomes vary depending on if the respondent is student, faculty, or staff.



- Stanford Student Outcomes:**
 - Warning
 - Probation
 - Suspension
 - Expulsion
 - Rescinded admission
 - Rescinded financial aid
 - Rescinded housing
 - Rescinded employment
 - Rescinded membership in organizations
 - Rescinded membership in fraternities and sororities
- Final decision made by the hearing officer

! You get 2 hours of free time with a Stanford-provided attorney for the appeal period.

Appeal

After the decision there is an option for an appeal process, which is decided by a non-Stanford process judge. Remember that discipline matters. Standing or after this process you may access resources available to you both on and off campus.


Prefer not to go through an investigation?

- Intervention:** A non-disciplinary alternative where the university helps you bring all a report and everything else's health or safety at risk. Harassment and intimidation are prohibited.
- Withdraw Complaint:** Consideration will be given that the incident is not being investigated. The Title IX Coordinator will decide if the case will go to a hearing.
- Informal Resolution:** Parties can discuss the case in informal resolution, it will bring other outcomes of a formal process. If you don't decide you don't want to do this, you can go back to the formal process.

Title IX Estimated Timeline (takes 3 - 4 months)

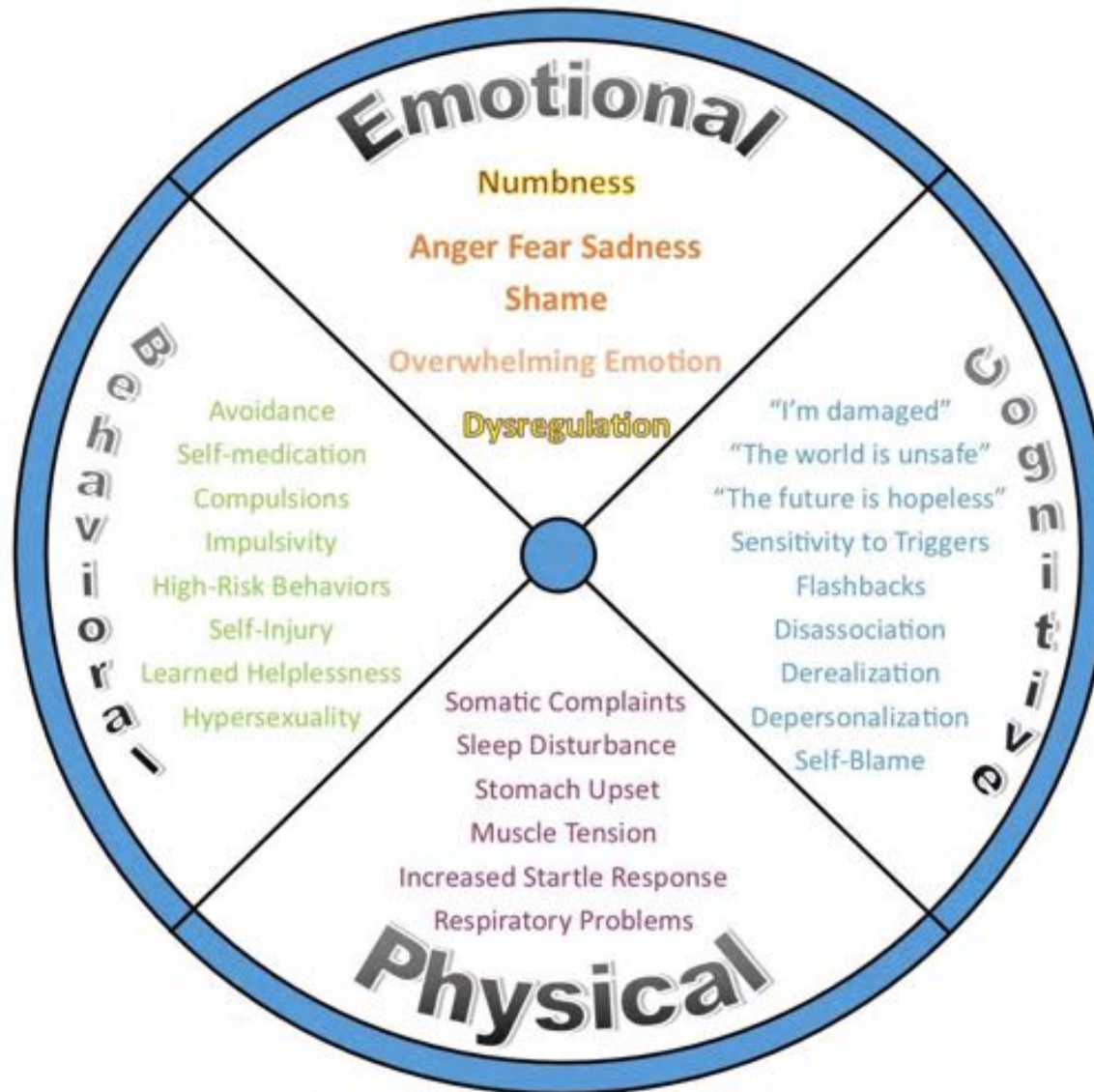


Source:
<https://stanford.app.box.com/s/oiy1uopiq4pajiredh0acc4lc4n5lhvv>
 (can be found at share.stanford.edu)

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How to support someone who discloses their experience

Common Reactions to Trauma



Trauma reactions vary widely

All are normal human ways of coping

How to support a survivor?

- Listen, Believe, Validate, Connect
- Normalize reaction and offer hope
- Assess safety
- Reinforce courage
- Connect with resources
- Empower and support agency
- Take care of yourself



How to support someone who caused harm?

- Direct person to resources
- Get educated on the relevant issues
- Listen in a non-judgmental manner
- Familiarize yourself with the relevant university policies
- Identify another support person if you are not able to provide effective support
- Take care of yourself
- **Remember, supporting does not mean:**
 - Approving of all the person's actions and/or choices
 - Retaliation

More info:

<https://share.stanford.edu/get-informed/support-and-resources/help-others/supporting-friend-whos-caused-harm>



Confidentiality limitations

How to Talk About Reporting

Disclose your reporting responsibilities early and often – early in the workshop, and early in the conversation – to give the student agency

Let them know that you're there to help

Consider your language (e.g., "Sorry, I have to report this to the Title IX Office" vs. "I'm going to share this with SHARE Title IX to make sure you're connected with resources.")

If they would prefer to speak to a confidential resource, refer them to CST and/or YWCA

Give them an idea of what to expect next*

* See next slide!

When we receive a concern...

Dear Student,

I am the Director of Client Services 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, 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.



50 first words

For supporting a survivor:

“I’m sorry that you’ve been hurt. How can I help? Stanford has resources to support you and help you decide what you want to do next. Would you like to speak to a confidential counselor or a staff person about your resources or reporting options? I am here to help.”

For supporting someone who caused harm:

“Thank you for sharing that with me. I can imagine this is really difficult. Stanford has resources to support you through this and help you understand your options and what might happen next. Would you like to speak to a confidential counselor or other professional staff? How can I help?”

Advice on “Advice”

- Avoid giving advice, especially if it reduces the agency of the other person
- If you give advice, make sure you **know the reason why** and that it is with **the other person’s needs in mind**



Taking Care of Yourself

- Connect with others (friends, staff, someone you trust)
- Know and name your limits
- Give yourself time
- Make sure you do not make it into a “you” story (even if you have a similar experience)
- Do meaningful activities



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Resources

Barriers to Reporting or Sharing Experiences

- Stigma
- Internalized traditional gender norms
- Fear of culturally significant consequences
- Community perception of relationship, people, and/or abuse
- Support system ignoring or not knowing survivors' needs

Overview of Stanford resources that respond to sexual/relationship violence

Confidential Resources	Private/Non-Confidential Resources
<p>Confidential Support Team (CST) vaden.stanford.edu/cst</p>	<p>SHARE Title IX Office share.stanford.edu</p>
<p>YWCA@Stanford yourywca.stanford.edu</p>	<p>Residential Education (ResEd)</p> <ul style="list-style-type: none"> • Student Staff, e.g. RAs, ETAs • Resident Directors (RDs) • Neighborhood Program Directors (NPDs)
<p>Counseling and Psychological Services (CAPS) vaden.stanford.edu/caps</p>	
<p>Office of the Ombuds ombuds.stanford.edu</p>	<p>Community Centers communitycenters.stanford.edu</p>
<p>Office for Religious & Spiritual Life (ORSL) orsl.stanford.edu</p>	



SHARE Title IX Office



- The newly configured Sexual Harassment/Assault Response & Education (SHARE) Title IX Office is the University office charged with sexual harassment and assault through response, prevention, and education work
- The Title IX Coordinator within the SHARE Title IX Office leads the University's response to incidents of prohibited sexual conduct
 - Role is to receive sexual harassment/assault concerns and address them appropriately
 - Ensure University programs are free of harassment based on sex/gender
 - Neutral; not an advocate

Response Team:

- Policies
- Investigations and hearings
- Supportive measures

Education Team:

- Prevention
- Healing programs
- Community collaboration and activism

SHARE Title IX Office

Sexual Harassment/Assault Response and Education Title IX Office

How to connect with SHARE

- **Website:** share.stanford.edu
- **Prevention education**
 - Newsletter: bit.ly/sharesupporters
 - Instagram: [@shareatstanford](https://www.instagram.com/shareatstanford)
 - Email: shareeducation@stanford.edu
 - Phone: (650) 725-1056
- **Response, e.g. supportive measures, investigations, policies**
 - Email: titleix@stanford.edu
 - Phone: (650) 497-4955
- **Location**
 - Kingscote Gardens (419 Lagunita Drive, Stanford, CA), Second Floor

CONFIDENTIAL SUPPORT TEAM

Sehin Belew, Administrative Associate

Mari Evers, LCSW, Clinical Care Manager

Luisa Ladd, PsyD, Interim Director & Outreach
Coordinator

Axel Valle, PsyD, CST Psychologist



Kingscote Gardens Suite #340

419 Lagunita Drive

(650) 736-6933 (non-urgent daytime)

(650) 725-9955 (urgent & after-hours hotline)

Confidential Support Team (CST)

FREE and Confidential!

A centralized point of contact for students impacted by sexual and relationship violence; stalking; gender-based violence, harassment, discrimination

Offers a range of supportive services for students

- Initial consult, including crisis response
- Brief support
- Therapy, including long-term stabilization and healing



CAMPUS COMMUNITY SERVICES

- Consultation to student leaders and organizers on creating trauma-informed, survivor-friendly events and programs
- Counseling support at awareness-raising or healing events for trauma survivors
- Confidential consultation to faculty, staff, and student staff about reporting obligations or resource coordination
- Support for student allies who have questions about how to help a survivor of sexual, relationship, or gender-based violence



How students can schedule:

❑ Call CST Office Line during Business Hours:

- 8:30am-5pm (Mon-Fri)
- 650-736-6933 (non urgent line)
- Same-day appointments available with on-call clinician for urgent needs

❑ Vaden Portal Web Bookings: <http://vaden.stanford.edu/sexual-assault>

❑ CST 24/7 Hotline: for urgent matters anytime call **650-725-9955**

**Web book your appointment
with a CST counselor!**



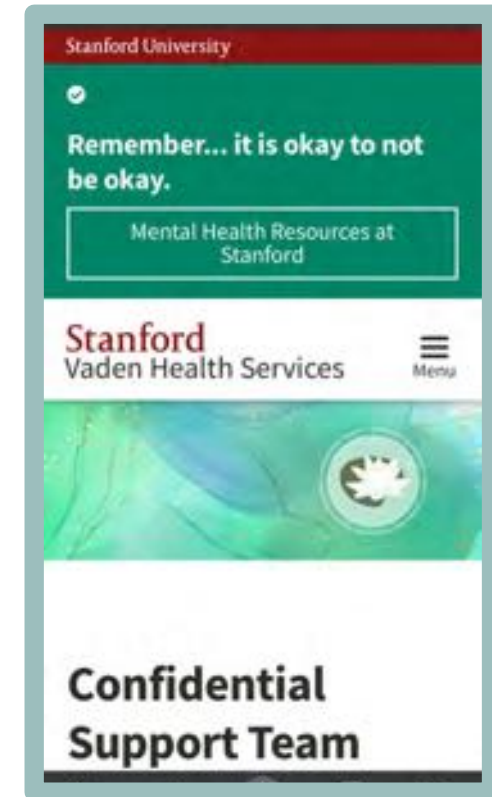
Go to: vaden.stanford.edu/make-appointment

24/7 hotline: 650-725-9955

Appointments are free, confidential, and dedicated to supporting your wellbeing and empowerment.

The Confidential Support Team support students impacted by sexual assault, relationship violence, or gender-based discrimination.

Follow CST:



vaden.stanford.edu/cst

www.instagram.com/cststanford/



YWCA @ Stanford

24/7 Crisis Support Line:
1.800.572.2782

SafeChat:
safechatsv.org

eliminating racism
empowering women
ywca

About YWCA

YWCA Golden Gate Silicon Valley is on a mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all.



We serve:
Marin, San Francisco, Santa Clara and
San Mateo counties.

YWCA @ Stanford University

- Independent, confidential resource
- Immediate and long-term support services
- We do not provide services to PWH
- Co-located on Stanford campus (Bambi!)
- YWCA satellite office in Sunnyvale and Downtown Palo Alto (*opening soon*)
- On campus hours include evenings and weekends*
- 24/7 Support Line & SAFE Accompaniment
- Serve ALL members of the Stanford Community (*students/faculty/staff/families/service workers/visitors/etc.*)

YWCA @ STANFORD

Connect with us!

408.649.7686

stanford@yourywca.org

<https://yourywca.stanford.edu>

<https://calendly.com/ywcastanford/>

Walk-In Hours:

Monday: 8 AM - 2 PM

Thursday/Friday: 4 PM - 8 PM

Saturday/Sunday: 10 AM - 3 PM

*Services available outside of
walk-in hours by appointment*

24/7 Support Line:

800-572-2782

SERVICES INCLUDE:

24/7 Support Line

Court Accompaniment*

Counseling & Crisis Support

Criminal & Systems Advocacy*

Education & Prevention Workshops*

Emergency Shelter & Housing Resources*

Intimate Partner Violence Exam Accompaniment*

Legal Services*

Personal Advocacy*

Therapy*

Title IX /SHARE Advocacy

Safety Planning

Sexual Assault Forensic Exam Accompaniment*

Stanford Advocacy

Support Groups

**Services available locally in Santa Clara County. For those living outside this area, YWCA provides connections to local resources.*

eliminating racism
empowering women

ywca

Summary of Stanford Resources

Resources	Overview
Sexual Harassment/Assault Response & Education Title IX Office (SHARE) share.stanford.edu	<ul style="list-style-type: none"> • <i>Non-confidential</i> • Response Team: Title IX and other policies, investigations, supportive measures • Education Team: healing, prevention education, activism, intersectional approach
Confidential Support Team (CST) vaden.stanford.edu/cst	<ul style="list-style-type: none"> • <i>Confidential</i> • Initial consult, including crisis response • Brief support • Therapy, e.g. long-term stabilization and healing • Outreach
YWCA@Stanford (YWCA) yourywca.stanford.edu	<ul style="list-style-type: none"> • <i>Confidential</i> • System advocacy • Legal services • Personal advocacy • Counseling and therapy • Education and prevention workshops



Stanford Sexual Violence Supportive Measures and Resources

If you are in immediate danger, call 911. If you don't know where to go, CST is always a great first stop.



Scan me for an online version of this resource

If you're looking for...

General Support

CST and YWCA both offer general resources. CST can help with on- and off-campus support, whereas YWCA specializes in off-campus.

- someone to talk to
- advice on how to support a friend
- someone to come with you to an appointment
- 24-hour hotline
- learning about your options and safety planning

Supportive Measures

CST or SHARE can work with other offices on campus to help facilitate accommodations. They only share your information with your consent.

- academic extensions
- campus safety escorts
- schedule adjustments
- no-contact orders
- temporary housing

Legal/Reporting Help

If you would like to learn more about the Title IX process, you can talk to CST or the SHARE Title IX office. If you would like assistance with researching the justice or getting a restraining order, talk to YWCA.

- learning about your rights and reporting options
- support through the reporting process
- non-disciplinary university intervention (SHARE)



Created by:
Stanford University, Office of
Sexual Violence, Stanford
University, Stanford University

Medical Help

Stanford Hospital and Clinics both offer basic medical services, and the hospital also offers SART testing and drug tests. CST or YWCA can help arrange transportation.

- physical injury treatment
- STI treatment and testing
- emergency contraception (also available at the Old Union gender-neutral bathrooms)
- unwanted drug consumption (hospital only)
- forensic/SART exam (hospital only)

Holistic Healing

CST, YWCA, and the SHARE Education Team can assist you in seeking out these healing options. Please see their websites for additional offerings.

- finding community
- yoga or healing
- religious-based healing
- psychotherapy
- healing workshops

Considering a University Report?

If you would like to register a disciplinary action, you must make a report to either the SHARE Title IX office or the police.

Making an official report to the police Title IX office only notifies the office — an investigation and/or hearing only occurs if you choose to proceed or make your report and case circumstances are decided by the SHARE Title IX office. If an investigation/hearing does occur without your consent, you should have no participation.

If you would like more information about the available processes, please email sharetitleix@stanford.edu or call the Title IX office at (415) 723-2222 or visit sharetitleix.stanford.edu/reporting/health-studies.

Other Legal/Reporting Help Options

Callisto

If you want to create a confidential report and help avoid repeat offenses, call 1-800-852-8337 or visit www.callisto.org.

ASU Legal Aid

ASU offers limited free legal aid at www.stanford.edu/legal-aid.

🔒 Confidential 🗑️ Non-confidential

You can visit...

What they offer:

Confidential Support Team (CST) 🔒

CST offers medical health counseling and can also help you navigate your options and direct you to other on- and off-campus resources. They have no reporting obligations to the university, so going to them will never lead to a university investigation without your consent.

📞 24/7 Hotline (800) 728-8988

📧 cst@stanford.edu

📞 Business Line (800) 728-8988



Stanford Hospital Emergency Dept. 🔒

The hospital offers emergency care, SART exams, and ultrasound (up to 12 weeks gestation). Medical professionals have no university reporting obligations. They are required to send to the police under certain circumstances, but a patient's consent is required to go to the police.

📞 (800) 728-8988

📍 300 Quarry Road Extension, Stanford, CA 94305

Vaden Health Center 🔒

Medical help with physical exams, STI treatment and testing, and emergency contraception.

📞 (800) 728-8988, Ext. 1

📧 vaden@stanford.edu



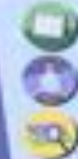
SHARE Title IX Office 🗑️

This office is in charge of SHARE Title IX cases. Telling them about an incident will generate an initial report, but only in rare cases will they continue to an investigation without your consent. They also offer interventions, supportive measures, and healing options.

📞 (800) 847-8988

📧 sharetitleix@stanford.edu

📧 WMA@stanford.edu



YWCA @ Stanford 🔒

If you would like non-Stanford affiliated support, YWCA offers a variety of services including advice reports and directing you to other off-campus resources. They have an office in Kingwood, but they have no reporting obligations to the university.

📞 (415) 296-8212 ext 3867

📧 ywca-ex.org

📧 stanford@ywca-ex.org



For information & support:

sexualviolencesupport.stanford.edu

relationshipviolencesupport.stanford.edu

transgendersupport.stanford.edu

sexualrespect.stanford.edu

Follow-up Actions

SEPT

Introduce your group/organization to SHARE: Education (for example, play the [SHARE Title IX Overview video](#) and invite your peers to check out [SHARE: Education's website](#).)

OCT

Watch the [community-oriented consent video](#) with your group/organization and attend a [Dating and Domestic Violence Awareness Month-related event](#).

Consider signing up for a customized SHARE training at <https://sara.stanford.edu/trainingrequest>.

NOV

Go through the [Sexual Citizenship quizzes](#) with your group/organization and have a [conversation circle](#) afterwards reflecting on your experiences taking the quizzes.

DEC

Gear up for National Stalking Awareness Month (NSAM) by watching SHARE: Education's [digital safety video](#) and learning more about stalking [on our website](#).

JAN

Watch [Introduction to Consent](#) with your group/community and participate in NSAM events!

FEB

Watch [Relationship Oriented Consent](#) with your group/community and participate in SHARE Cares for Valentine's Day and [Healthy Relationships Month](#).

MAR

Get ready for Sexual Assault Awareness Month (SAAM) by watching the [Supporting Survivors Series: Part I](#); check out SAAM-related resources at saamatstanford.com.

APR

Attend SHARE: Ed SAAM events with your group/organization (such as [Take Back the Night](#) and [Denim Day](#)).

**MAY/
JUN**

Read [Sexual Citizens: A Landmark Study of Sex, Power, and Assault on Campus](#) ([summary here](#)) and host an end-of-the-year conversation circle with your group/community.

Suggested Monthly Actions

digital copy available at <https://share.stanford.edu/get-informed/involvement-opportunities/actions-stanford-community-members>



Build Consent Culture A Starter Kit

4 Ways* to Create a Culture of Consent:

1. Community Boundaries: Set and communicate expectations of your community wants/needs (Pg 4-5)
2. Live the Upstander Life: A Look at the LIFE Model (Pg 6-7)
3. Intervention Strategies: Use intervention and norm setting strategies that support consent culture, which include:
 - a. Non-Violent Communication (Pg 8)
 - b. 4 Ds of Intervention (Pg 9)
4. Follow Up: Revisit often and embed throughout continuous community and culture development (ie. language, visuals, priorities, programs, response) throughout the year (refer to activity on pg 10)

Check out the [Build a Culture of Consent Starter Kit](#), and work as a team to develop community boundaries



The Upstander Education Initiative
at Stanford University

A collaboration between the Office of Sexual Assault and Relationship Abuse Education & Education (SARA) and the Office of Alcohol Policy and Education (OAPE)

Request an Upstander Education Initiative workshop or another [SHARE workshop](#)

5 Ways to Develop Your Sexual Citizenship

1. [Identify your sexual projects](#)
2. [Know your Yes's & your No's](#)
3. [Get educated on positive sexuality](#)
4. [Express yourself & Listen to others: Hold a conversation circle](#)
5. [Be an upstander, not a bystander](#)

Review [Sexual Citizenship page](#) on SHARE website and complete the activities/reflections

Suggested Actions You Can Take

Supporting Survivors Series



- Part 1: Trauma-Informed Support & 50 First Words
- Part 2: The First 2 Hours

Supporting Accused Education



Culture of Consent series



- Part 1: Introduction to Consent
- Part 2: Relationship-Oriented Consent
- Part 3: Community-Oriented Consent

Videos

<https://share.stanford.edu/get-informed/education-and-outreach-programs/educational-videos>



Feedback link: bit.ly/feedbackforshare

Thank you so much!



The image features a watercolor-style background with soft, blended colors of red, orange, and white. A solid, dark brown horizontal band runs across the middle of the image. Centered within this band is the text "Thank you!" in a white, sans-serif font.

Thank you!