

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 650-723-1583.

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.

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.

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



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.

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

Stanford University
Sexual Harassment

Contact: 650.723.1583
harass.stanford.edu

Policy Office

Stanford Resources

For issues about harassment

Sexual Harassment Advisers

harass.stanford.edu/SHadvisers.html

Sexual Harassment Policy Office

650.723.1583

harass@stanford.edu

harass.stanford.edu

Human Resource Managers

hrweb.stanford.edu/hrm_hra.pdf

Sexual Violence Advisory Board

sexualassault.stanford.edu

For discrimination concerns

Diversity and Access Office

www.stanford.edu/dept/diversityaccess

Confidential resources

YWCA Sexual Assault Center at Stanford

vaden.stanford.edu/ywca

Sexual Assault & Relationship Abuse Prevention & Support

relationshipabuse.stanford.edu

Office of the Ombuds, Stanford University

www.stanford.edu/dept/ombuds

Office of the Ombuds, School of Medicine

med.stanford.edu/ombuds

Faculty & Staff Help Center (Psychological Services)

www.stanford.edu/dept/helpcenter

CAPS (for students) Counseling & Psychological Services

vaden.stanford.edu

Office of Religious Life

www.stanford.edu/group/religiouslife