

# STANFORD UNIVERSITY 2016-17 ANNUAL TITLE IX/ SEXUAL HARASSMENT REPORT

This report details incidents of sexual harassment and sexual assault at Stanford. We believe it is essential for the university community to have access to this information. However, we know that some of the material may be difficult or distressing for some readers. We encourage you to decide for yourself how much to delve into this report and to seek support and take care of yourself as needed. The Confidential Support Team (24/7 Hotline (650) 725-9955) is available to all students for emotional support, and the Faculty Staff Help Center ((650) 723-4577) is available for faculty and staff.

**The ability of our students, faculty, and staff to flourish depends upon a healthy academic, work, and student living environment. At Stanford, we are committed to taking action to address allegations of sexual harassment, including sexual violence, relationship violence, and stalking. We will not tolerate retaliation or intimidation of those who bring forward good faith concerns for university review.**

This is the first report of its kind at Stanford to include Title IX and sexual harassment concerns brought forward by and about students, staff, and faculty. It provides a summary of both the reports to the university and the outcomes of cases for the period September 1, 2016–August 31, 2017.

The incidents in this report were recorded centrally in the offices within Institutional Equity and Access, primarily the Title IX Office and the Sexual Harassment Policy Office. We are working to ensure that all reports relating to sexual harassment and violence are reported to these offices; it is possible, however, that not all incidents were forwarded and may have been handled by managers at the department/unit level. Moreover, we know that some instances of sexual harassment and violence are never reported to the university. Accordingly, we acknowledge that these data are incomplete. The goal of this report is to provide the Stanford community with information to assess where we are and how we respond to reported concerns of sexual harassment and violence.

Note that reports come to the university through many channels and with many levels of detail, from a complete written report with names of parties and witnesses, to a vague description of a concern without identifying the parties involved. It is even possible that some reports are duplicative given a lack of detailed information and the inability to obtain clarifying information.

We expect that this report will become more robust as we evolve in the ways we collect information. For example, we know the community is interested in understanding sexual harassment and sexual violence experienced by individuals who identify as lesbian, gay, bisexual, transgender, gender non-conforming and/or non-binary, and queer. We also know the community is interested in information about the location of incidents. We do not currently have these data to report. We are working to collect these additional data points and hope to report out this information in future reports. This report was prepared by Institutional Equity and Access and we welcome your feedback on this report.

We hope this report encourages more people to bring forward concerns. It is not necessary to wait until a concern rises to the level of a hostile environment; Stanford will take steps to address objectionable behavior even before it rises to the level of a policy violation.

**If you are experiencing a concern in our community we want to help you. Reach out to the Sexual Harassment Policy Office or Title IX Office ([harass@stanford.edu](mailto:harass@stanford.edu); [titleix@stanford.edu](mailto:titleix@stanford.edu)) or find other resources at [sexualviolencesupport.stanford.edu](http://sexualviolencesupport.stanford.edu).** Additionally, community members who believe they are victims of crimes are encouraged to report matters to the police. Stanford's Department of Public Safety has specially trained sexual assault investigators. (In any jurisdiction, dial 911 for help.) The university will investigate matters regardless of whether a report is made to the police in order to determine independently of other processes whether university policy has been violated.

With the help and good will of our faculty, students, and staff, we are confident that together we can create a positive environment for all community members.

This report consists of four parts:

**1 TOTAL INCOMING REPORTS 2016–17** provides an overview of all incoming reports received from September 1, 2016–August 31, 2017, and an overview of the complainants and respondents by category of complaint and by gender.

**2 OUTCOME DATA FOR 2016–17** provides outcome information for the period September 1, 2016–August 31, 2017.

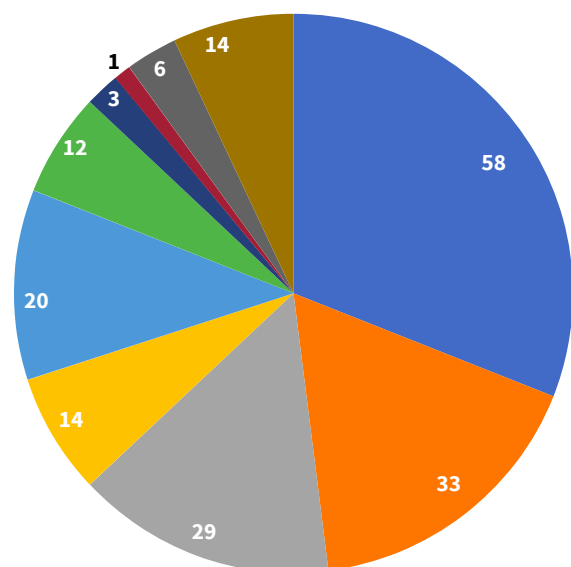
**3 STUDENT TITLE IX PROCESS UPDATE 2016–17** provides information about the cases resolved through the Student Title IX Process from September 1, 2016–August 31, 2017. These cases are a subset of the cases included in section 2 of the report (and they appear in section 2 in the superset of data).

**4 APPENDICES** provides appendices to describe categories of unwanted sexual conduct and the terms used in this report.

## WE ARE HERE TO HELP

RESOURCE	ROLE	SERVICES	AVAILABLE TO	LEVEL OF CONFIDENTIALITY
<b>SEXUAL HARASSMENT POLICY OFFICE (SHPO)</b> 650.723.1583; 650.724.2120 Email: <a href="mailto:harass@stanford.edu">harass@stanford.edu</a>	<ul style="list-style-type: none"> <li>Implement Stanford's policy</li> <li>Provide consultation</li> <li>Coordinate responses to concerns</li> </ul>	<ul style="list-style-type: none"> <li>Educate the university community</li> <li>Consultation</li> <li>Advice</li> <li>Information</li> <li>Support</li> <li>Receive complaints</li> </ul>	All Stanford, Students, Postdocs, Faculty and Staff	Private to the extent possible
<b>TITLE IX COORDINATOR</b> 650.497.4955 Email: <a href="mailto:titleix@stanford.edu">titleix@stanford.edu</a>	Title IX compliance, including reporting, investigating, monitoring reports re: gender equity, sexual assault, relationship abuse.	<ul style="list-style-type: none"> <li>Consultation</li> <li>Information</li> <li>Interim safety accommodation</li> <li>Title IX Investigation</li> <li>Non-academic grievance filing</li> </ul>	All Stanford, Students, Postdocs, Faculty and Staff	Not confidential
<b>INSTITUTIONAL EQUITY &amp; ACCESS</b> 650.724.8003 Email: <a href="mailto:lks@stanford.edu">lks@stanford.edu</a>	Umbrella organization including Title IX Office, SHPO & SARA	<ul style="list-style-type: none"> <li>Reviews concerns regarding institutional response</li> <li>Implements Stanford policy</li> <li>Provides consultation</li> </ul>	All Stanford community members, alumni, and volunteers	Private to the extent possible
<b>FACULTY AND STAFF HELP CENTER</b> 650.723.4577 Email: <a href="mailto:helpcenter@lists.stanford.edu">helpcenter@lists.stanford.edu</a>	Provide professional, confidential short-term counseling to Faculty & Staff	Professional short-term counseling	Postdocs, Faculty and Staff	Confidential
<b>CONFIDENTIAL SUPPORT TEAM (CST)</b> CST 24/7 hotline for urgent concerns: 650.725.9955 <ul style="list-style-type: none"> <li>Walk-in Hours: 8:30 am–5 pm (Monday–Friday)</li> <li>CST Business Line: 8:30am–5:00pm (for routine matters including scheduling or cancelling appointments): 650.736.6933</li> </ul>	Offers confidential support to Stanford students impacted by sexual assault and relationship violence, including domestic abuse, intimate partner abuse, stalking and sexual or gender-based harassment.	<ul style="list-style-type: none"> <li>Services include information and help accessing resources, short-term emotional support and ongoing individual counseling. There is no charge for Stanford students.</li> <li>Concerned peers, staff, and faculty may also consult regarding how to help a Stanford student who may have experienced a sexual assault and/or relationship violence.</li> </ul>	Students, Available 24/7	Confidential

# 1 Total Incoming Reports 2016-17

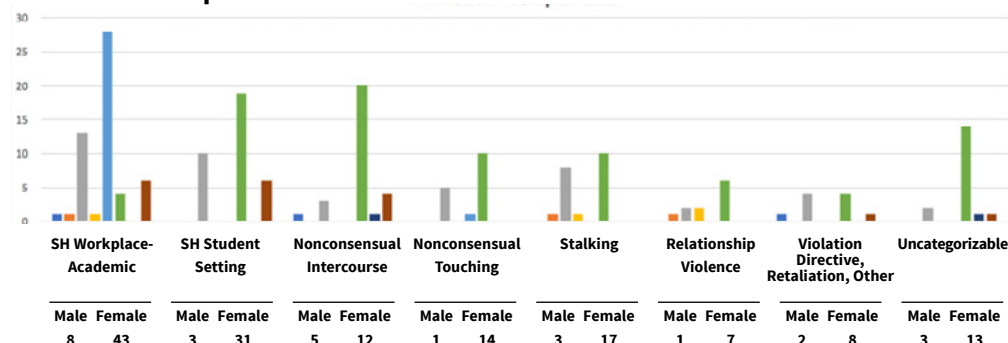


## REPORTS (190)

- Sexual Harassment Workplace-Academic
- Sexual Harassment Student Setting
- Nonconsensual Intercourse
- Nonconsensual Touching
- Stalking
- Relationship Violence
- Retaliation
- Violation Directive
- Other
- Uncategorizable

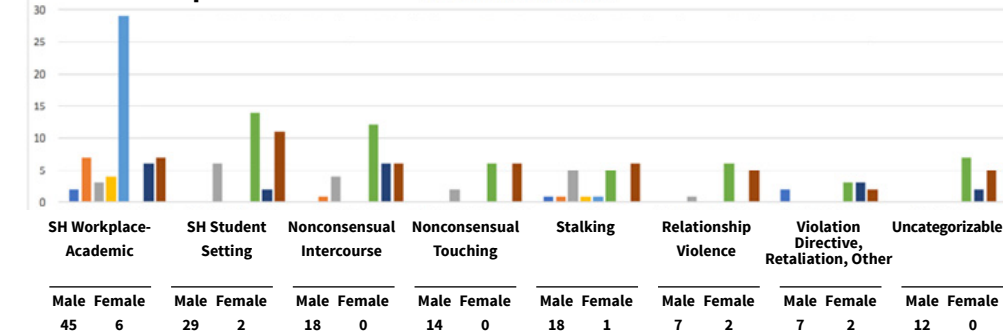
## COMPLAINANT & RESPONDING PARTY OVERVIEW\*

### Affiliation: Complainant



- Academic Staff
- Faculty
- Grad Student
- Post Doc
- Staff
- Undergraduate
- Unknown
- External Party

### Affiliation: Respondent



\*There can be a number variance between the number of complainants and respondents in the same category because one complainant could bring an allegation against multiple respondents, or multiple complainants could bring a complaint against one respondent.

The gender information will not total the number of reports in a category because we do not always have the gender of the respondent and/or complainant. This report follows the FBI Uniform Crime Reporting hierarchy rule in which the most serious allegation (e.g. nonconsensual intercourse) is recorded for a single incident. Multiple incidents between the same parties (e.g. two acts of nonconsensual intercourse) are recorded as separate events.

This report follows the academic calendar — September 1, 2016 – August 31, 2017 — while Stanford's Safety, Security, and Fire Report (Clery Report) follows a calendar year; accordingly, direct comparisons cannot be made. The figures in this report have been reviewed with the Department of Public Safety to ensure accuracy.

## 2 Outcome Data for 2016–17

This section of the report details the outcomes reached for the period September 1, 2016–August 31, 2017.

This section also includes cases that came forward prior to September 1, 2016, but that were resolved in this timeframe. Cases that came forward during this timeframe that were still under investigation as of August 31, 2017 will be reported on in next year's report.

### BRIEF SUMMARY OF OUTCOME TERMS\*

**FORMAL INVESTIGATION** This category includes allegations that have come forward to the university that were reviewed through a formal university process. Formal investigations are appropriate upon the request of the complainant or at the direction of the university when the allegation, if true, would be a violation of university policy. Sanctions following a finding of a policy violation can include permanent separation from the university (through termination or expulsion), suspension, or formal warnings. Additionally, the university often requires individual coaching, education, or counseling. The university also imposes remedies following an investigation to ensure the well-being of the complainant such as no contact directives.

**UNIVERSITY INTERVENTION** An intervention is an action to address a concern without a formal investigation. This process is appropriate when the allegation, if true, would not rise to the level of a policy violation, but the conduct is nonetheless objectionable. Examples of this conduct could include inappropriate jokes and comments in an academic or work setting. This process is also appropriate when the complainant does not want the university to conduct a full investigation and the university considers an intervention an appropriate step to address the concerns. In addition to counseling individuals, these interventions have included providing group training, changing housing assignments, and asking students to stay away from complainants. The goal is to address the reported behavior to the extent possible while honoring the wishes of the complainant.

**DETERMINATION** A determination is a decision by the university that moving forward to an investigation is not appropriate because the allegation, even if true, would not be a policy violation; or because the allegation is determined not to be credible after a factual review.

**INQUIRY** An inquiry is a review of available information to determine if a formal investigation is warranted and/or feasible under the circumstances. An inquiry will not result in an investigation when the university determines the concern has been appropriately resolved by the parties; or when the university determines it will not be able to conduct an investigation that will be fruitful given the lack of cooperation by the complainant and/or witnesses and/or lack of access to evidence. The university may take other steps to address a concern other than through an investigation, such as through a university intervention. The inquiries listed in this report are those matters that did not proceed to an investigation.

**MATTERS INVOLVING EXTERNAL-PARTY RESPONDENTS** When Stanford community members experience unwanted conduct by individuals outside of the Stanford community, although Stanford does not have direct disciplinary authority over these individuals, Stanford will take action to assist the Stanford complainant. Actions can include issuing campus bans, restricting access to programs, or providing safety planning to the complainants such as housing changes, or assistance obtaining a restraining order.

**NO CHARGE** A finding after a full investigation that a reasonable decision-maker or panel could not conclude by a preponderance of the evidence that a policy violation occurred.

**NOT ENOUGH INFORMATION TO PROCEED** This category includes those reports that lack detail and remain unverified despite attempts to contact the reported complainant.

\* More detailed descriptions of outcomes can be found in Appendix B.

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## SEXUAL HARASSMENT IN THE WORKPLACE OR ACADEMIC ENVIRONMENT

This category captures allegations of sexual harassment in the workplace and in the academic environment.

Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other visual, verbal or physical conduct of a sexual nature when submission to the conduct will be a factor in academic or employment decisions or the conduct has the purpose or effect of creating an intimidating or hostile environment.

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### 2016-17 OUTCOME DATA FOR SEXUAL HARASSMENT IN THE WORKPLACE OR ACADEMIC ENVIRONMENT

#### Investigations:

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There were a total of 30 formal investigations.<sup>1</sup>

There were 20 findings of a policy violation.

**Outcomes:**

*Separation from university*

- 5 Male Staff, 1 Female Staff, 1 Male Faculty

*Warnings*

- 2 Male Post Docs, 9 Male Staff, 1 Female Staff

*Barred from further engagement with students*

- 1 Male External Party (Alumnus)

There were 6 investigations resulting in non-hearing resolution/ other action.

**Outcomes:**

*2 quarter campus ban; counseling; stay away*

- 1 Female Graduate Student

*Warnings*

- 5 Male Staff

There were 4 investigations with findings of no responsibility.

*Respondents with findings of no responsibility*

- 1 Male Staff, 2 Female Staff, 1 Male Faculty

#### Determination:

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There was 1 determination.

#### University Interventions:

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There were 14 university interventions regarding known or suspected respondents at Stanford.

*Respondents for university interventions:*

- 3 Unknown<sup>2</sup>
- 1 Male Academic Staff
- 2 Multiple Students<sup>3</sup>
- 1 Male Undergraduate
- 2 Male Graduate Students
- 1 Male Faculty
- 3 Male Post Docs, Identity Not Provided
- 1 Female Staff, Identity Not Provided

#### Not enough information to proceed:

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There were 10 reports without enough information to proceed.

#### Matters involving external party respondents:

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There were 7 actions involving external party respondents in which the university took action against the external parties (e.g., by banning an individual from campus), or provided safety planning and/or accommodations to the Stanford complainant.

<sup>1</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.

<sup>2</sup> In some instances, although the identity of the responding party is not known, there is an opportunity to provide an informal intervention to a group.

<sup>3</sup> A single allegation related to more than one respondent engaging in the unwanted conduct.

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## SEXUAL HARASSMENT IN THE STUDENT SETTING

This category captures allegations of sexual harassment in the student setting; that is, concerns relating to a student's living environment.

Student-on-student sexual harassment is unwelcome sexual advances, requests for sexual favors, and other visual, verbal or physical conduct of a sexual nature when the conduct has the purpose or effect of creating an intimidating or hostile environment.

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### 2016-17 OUTCOME DATA FOR SEXUAL HARASSMENT IN THE STUDENT SETTING

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#### Investigations:

There were a total of 2 formal investigations.<sup>4</sup>

There were 2 investigations resulting in non-hearing resolution/ other action.

#### Outcomes:

*Stay away; priority access for complainant*

- 1 Male Undergraduate

*Campus ban for three years following graduation; stay away*

- 1 Male Graduate Student

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#### Determinations:

None.

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#### Inquiries:

There were 3 inquiries.

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#### University Interventions:

There were 14 interventions regarding known or suspected respondents at Stanford.

*Respondents for university interventions:*

- 7 Male Undergraduates
- 3 Male External Parties (Visiting Minor Students)
- 2 Male Graduate Students
- 1 Female Graduate Student
- 1 Female External Party (Visiting Minor Student)

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#### Matters involving external party respondents:

There were 7 actions involving external party respondents in which the university took action against the external party (e.g., by banning an individual from campus, terminating a contracting relationship, requesting an end to conduct), or provided safety planning and/or accommodations to the Stanford complainant.

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#### Not enough information to proceed:

There were 7 reports without enough information to proceed.

<sup>4</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.

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## NONCONSENSUAL INTERCOURSE

This category captures allegations of intercourse, penetration, and oral sex that occurred without consent.

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### 2016-17 OUTCOME DATA FOR NONCONSENSUAL INTERCOURSE

#### Investigations:

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There were 11 formal investigations.<sup>5</sup>

There were 3 findings of a policy violation.

**Outcomes:**

*3 quarter suspension;  
alcohol counseling;  
boundary counseling; stay away*

- 1 Male Undergraduate<sup>6</sup>

*3 quarter suspension;  
boundary counseling; stay away*

- 1 Male Undergraduate<sup>7</sup>

*Permanent campus ban*

- 1 Male External Party<sup>8</sup>  
(Visiting Researcher)

There were 2 investigations resulting in non-hearing resolution/ other action.

**Outcomes:**

*Stay away from complainant; campus ban from Stanford for 5 years upon graduation*

- 1 Male Graduate Student

*Stay away from complainant; priority access for complainant*

- 1 Male Undergraduate<sup>9</sup>

There were 6 investigations with either no charge or a finding of no responsibility.

*Respondents with findings of no responsibility or no charge:*

- 3 Male Undergraduates<sup>10</sup>
- 2 Male Graduate Students
- 1 Male Faculty

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#### Determinations:

None.

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#### University Interventions:

There was 1 university intervention involving 2 separate incidents. Training was provided to a group in which the unidentified individuals were associated.

*Respondents for university interventions:*

- 2 Male Undergraduates, Identity Not Provided

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#### Matters involving external party respondents:

There was 1 action involving an external party and the university provided safety planning and provided accommodations to the Stanford complainant.

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#### Not enough information to proceed:

There were 12 reports without enough information to proceed.<sup>11</sup>

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#### Inquiry:

There was 1 inquiry.

<sup>5</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.

<sup>6</sup> Under current Stanford policy, expulsion is the "expected sanction" for a specific subset of Title IX offenses involving students – those offenses involving sexual assault by force or sexual assault of an incapacitated person when the respondent caused or knew of the incapacitation. This case met this threshold; the hearing panel began with consideration of expulsion, as required by Stanford policy, and ultimately determined that a 3-quarter suspension was the appropriate sanction. Title IX Hearing; also included in Section 3.

<sup>7</sup> Title IX Hearing; also included in Section 3.

<sup>8</sup> This matter involved one complainant bringing forward two reports of nonconsensual intercourse against the respondent.

<sup>9</sup> This matter involved one complainant bringing forward two reports of nonconsensual intercourse against the respondent.

<sup>10</sup> Two of these three matters were Title IX Hearings; also included in Section 3.

<sup>11</sup> One complainant brought forward three separate reports of nonconsensual intercourse during the complainant's time at Stanford. Four other reports relate to matters that were reported more than a year after the incident.



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# NONCONSENSUAL TOUCHING

This category captures allegations of the touching of the breasts, buttocks, or genitals without consent.

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## 2016–17 OUTCOME DATA FOR NONCONSENSUAL TOUCHING

### Investigations:

There were 3 formal investigations.<sup>12</sup>

There were 3 findings of a policy violation.

**Outcome:**

*Stay away from complainant; priority access to complainant*

- 1 Male Graduate Student

*Separation*

- 1 Male Staff

*Warning; ban from part of campus*

- 1 Male Post Doc

### Determinations:

None.

### Inquiries:

None.

### University Interventions:

There were 3 university interventions.

*Respondents for university interventions:*

- 3 Male Undergraduates
- 1 Male External Party (Visiting Student)

### Matters involving external party respondents:

There were 3 actions involving an external party and the university provided safety planning and provided accommodations to the Stanford complainant.

### Not enough information to proceed:

There were 8 reports without enough information to proceed.

<sup>12</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.



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# STALKING

This category captures allegations of repeated following, watching, or harassing of a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

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## 2016-17 OUTCOME DATA FOR STALKING

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### Investigations:

There were 8 formal stalking investigations.<sup>13</sup>

There were 4 findings of a policy violation.

**Outcomes:**

- Delay in degree conferral; stay away from complainant*
- 1 Male Undergraduate<sup>14</sup>
- Separation from university*
- 1 Male Academic Staff
  - 1 Male Staff
- Non-renewal of appointment*
- 1 Male Post Doc

There were 4 investigations resulting in non-hearing resolution/ other action.

**Outcomes:**

- Includes stay away, counseling*
- 1 Female Graduate Student
  - 1 Male Undergraduate
  - 2 Male Graduate Students

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### Determination:

There was 1 determination.

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### Inquiries:

There were 2 inquiries.

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### University Interventions:

There were 2 university interventions.

*Respondent for university intervention:*

- 1 Male Graduate Student
- 1 Male Undergraduate

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### Matters involving external party respondents:

There were 6 actions involving an external party respondent in which the university took action against the external parties (e.g., by banning an individual from campus), or provided safety planning and/or accommodations to the Stanford complainant.

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### Not enough information to proceed:

There were 3 reports without enough information to proceed.

<sup>13</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.

<sup>14</sup> Title IX Hearing; also included in Section 3.

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# RELATIONSHIP VIOLENCE

Relationship violence is physical violence relating to a current or former romantic or intimate relationship, including conduct that would cause a reasonable person to be fearful for their safety.

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## 2016-17 OUTCOME DATA FOR RELATIONSHIP VIOLENCE

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### Investigations:

There were 2 formal relationship violence investigations.<sup>15</sup>

There was 1 finding of a policy violation.

**Outcome:**

*Separation; campus ban*  
• 1 Female External Party (Visiting Scholar)

There was 1 investigation resulting in non-hearing resolution/other action.

**Outcome:**

*Includes stay away, counseling*  
• 1 Male Graduate Student

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### Determinations:

None.

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### Inquiries:

There were 3 inquiries.

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### University Interventions:

There was 1 university intervention.

*Respondent for university intervention:*

- 1 Female Undergraduate
- 1 Male Undergraduate

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### Matters involving external party respondents:

There were 3 actions involving an external party respondent in which the university took action against the external party by banning him from campus, and by providing safety planning and accommodations to the Stanford complainant.

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### Not enough information to proceed:

There were 2 reports without enough information to proceed.

<sup>15</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.

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## RETALIATION

This category captures allegations related to direct or indirect intimidation, threats, coercion, harassment, or other forms of discrimination against any individual who has brought forward a concern or participated in a university process relating to sexual harassment or prohibited conduct under Title IX.

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### 2016–17 DATA FOR RETALIATION

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#### Investigations:

There were no investigations for retaliation.<sup>16</sup>

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#### Determinations:

There was 1 determination.

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#### Inquiries:

None.

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#### University Interventions:

There was 1 university intervention.

*Respondent for university interventions:*

- 1 Female Academic Staff

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#### Matters involving external party respondents:

Not applicable.

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#### Not enough information to proceed:

None.

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## VIOLATION OF UNIVERSITY DIRECTIVE

This category captures the failure to comply with a directive issued by the university that restricts the activities of an individual in connection with an allegation or finding of sexual harassment or prohibited conduct under Title IX.

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### 2016–17 DATA FOR VIOLATION OF A UNIVERSITY DIRECTIVE

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#### Investigations:

There were 2 formal investigations relating to a University Directive.<sup>17</sup>

There was 1 finding of a policy violation.

**Outcome:**

*4 quarter suspension*

- 1 Male Undergraduate<sup>18</sup>

There was 1 investigation with a finding of no responsibility.

**Outcome:**

*Title IX investigation*

- 1 Male Undergraduate

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#### Determinations:

None.

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#### Inquiries:

None.

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#### University Interventions:

None.

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#### Matters involving external party respondents:

Not applicable.

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#### Not enough information to proceed:

None.

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<sup>16</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.

<sup>17</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.

<sup>18</sup> Title IX Hearing; also included in Section 3.

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## OTHER

This category captures the other allegations brought forward to the university this year that do not fall into one of the above categories, but do involve sexual harassment related concerns.

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### 2016–17 DATA FOR OTHER

- Off-campus criminal prowling; no longer eligible to work at Stanford; Male Academic Staff <sup>19</sup>
  - Indecent exposure, graduate housing; Male External Party (stranger)
  - Involuntary drug ingestion (surreptitiously giving a memory-blocking drug); no charge; Male Undergraduate
  - Filming of complainant through office window; Male External Party (stranger)
  - Indecent exposure, graduate housing; Male External Party (stranger); arrest of suspect by Department of Public Safety
  - Advisement to custodial staff regarding entry into bathroom for cleaning
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### NOT ENOUGH INFORMATION TO CATEGORIZE

Unverified report without sufficient detail to categorize, including concerns of “Title IX incident,” and incapacitated individuals possibly engaging in sexual activity.

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### ANNUAL DATA FOR NOT ENOUGH INFORMATION TO CATEGORIZE

#### **Not enough information to proceed:**

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There were 2 inquiries.  
There was 1 university  
intervention.

- 1 Male Undergraduate

There were 11 reports  
without enough  
information to proceed.

<sup>19</sup> As a reminder there may have been reports and investigations underway on August 31, 2017, but the outcome will not be final until after the period covered by the report. Similarly, the outcomes reported here may include some matters that were initially reported in 2015-16 and resolved during the timeframe covered in this report.

### 3 Student Title IX Process Update 2016–17

In February 2016, the Student Title IX Process was adopted as a pilot based on recommendations from the 2014-15 Provost’s Task Force on Sexual Assault. This pilot process provides the procedures to determine whether student respondents have violated university policy relating to sexual violence, sexual harassment, stalking, relationship violence, retaliation and violation of university directives related to Title IX matters. Provost Drell issued a preliminary report of this process in May. The information provided below details the matters resolved through the Student Title IX Process from September 1, 2016 through August 31, 2017. Note that these cases represent a subset of the cases described in the first two sections of this report; these cases are also included above in the superset of data.

COMPLETED INVESTIGATIONS	22	PANEL VOTE	OUTCOME
<b>Hearings</b> <sup>20</sup> <ul style="list-style-type: none"> <li>Responsible</li> <li>Not Responsible</li> </ul>	6 4 2	(3-0), (3-0), (3-0), (3-0)  (0-3), (0-3)	4 quarter suspension 2 cases—3 quarter suspension Delay of degree conferral
<b>Non-Hearing Resolutions</b>	<b>10</b>		5-year campus ban; stay away; psycho-educational counseling; priority access for complainant 3-year campus ban; stay away; psycho-educational counseling; priority access for complainant 1-quarter campus ban; stay away; psycho-educational counseling; priority access for complainant 7 cases: stay away, psycho-educational counseling, priority access for complainant
<b>No Charge</b>	<b>6</b>		

Under current Stanford policy, expulsion is the “expected sanction” for a specific subset of Title IX offenses involving students—those offenses involving sexual assault by force or sexual assault of an incapacitated person when the respondent caused or knew of the incapacitation. In the reporting period, one hearing resulted in a finding of responsibility for a student case meeting this threshold; the hearing panel began with consideration of expulsion, as required by Stanford policy, and ultimately determined that a 3-quarter suspension was the appropriate sanction.

<sup>20</sup> These cases are footnoted within Section 2 for ease of identification.

# 4 Appendices

## APPENDIX A: CATEGORIES OF UNWANTED SEXUAL CONDUCT

**SEXUAL HARASSMENT IN THE WORKPLACE OR ACADEMIC ENVIRONMENT** Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other visual, verbal or physical conduct of a sexual nature when submission to or rejection of the conduct will be a factor in academic or employment decisions or evaluations, or permission to participate in a university activity; or the conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating or hostile environment.

**SEXUAL HARASSMENT IN THE STUDENT SETTING** Student-on-student sexual harassment is unwelcome sexual advances, requests for sexual favors, and other visual, verbal or physical conduct of a sexual nature when the conduct has the purpose or effect of unreasonably interfering with an individual's academic performance or creating an intimidating or hostile environment.

**NONCONSENSUAL INTERCOURSE** Intercourse, penetration, and oral sex that occurred without consent.

**NONCONSENSUAL TOUCHING** The touching of the breasts, buttocks, or genitals without consent.

**STALKING** The repeated following, watching, or harassing of a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

**RELATIONSHIP VIOLENCE** Physical violence relating to a current or former romantic or intimate relationship regardless of the length of the relationship or gender/gender identity of the individuals in the relationship, including conduct that would cause a reasonable person to be fearful for their safety.

**RETALIATION** Direct or indirect intimidation, threats, coercion, harassment, or other forms of discrimination against any individual who has brought forward a concern or participated in a university process relating to sexual harassment or prohibited conduct under Title IX.

**VIOLATION OF UNIVERSITY DIRECTIVE** The failure to comply with a directive issued by the university that restricts the activities of an individual in connection with an allegation or finding of sexual harassment or prohibited conduct under Title IX.

**OTHER** This captures other forms of prohibited conduct including drugging, indecent exposure, sexual exploitation.

**CANNOT BE CATEGORIZED** Unverified reports without sufficient detail to categorize, including concerns of "sexual assault," "Title IX incident," and incapacitated individuals possibly engaging in sexual activity.

## APPENDIX B: TERMS USED IN REPORT

**CAMPUS BAN** A letter issued to an individual prohibiting the recipient from coming onto Stanford's private property and enforced under California trespass laws.

**DETERMINATION** A determination is a decision by the university that moving forward to an investigation is not appropriate because the allegation, even if true, would not be a policy violation; or because the allegation is determined to be not credible after a factual review.

**FORMAL INVESTIGATION** This category includes allegations that have come forward to the university that were reviewed through a formal university process led by the Title IX Office, the Sexual Harassment Policy Office, Human Resources/Employee Labor Relations (HR), or a school. Formal investigations are appropriate upon the request of the complainant or at the direction of the university when the allegation, if true, would be a violation of university policy. Sanctions following a finding of a policy violation can include permanent separation from the university (through termination or expulsion), suspension, or formal warnings.

Additionally, the university often requires individual coaching, education, or counseling. The university also imposes remedies following an investigation to ensure the well-being of the complainant such as no contact directives.

There are three possible outcomes to a formal investigation:

### **Formal Investigation, Finding of Policy Violation, Action**

Following investigation, there is a finding of a policy violation against the responding party and formal disciplinary action.

### **Formal Investigation, Non-Hearing Resolution/ Other Action**

Following an investigation, serious concerns are identified that need to be addressed by the university. There are two types of investigations that are in this category: investigations conducted by the Title IX Office in which a Non-Hearing Resolution is entered into by the university and the parties; and, investigations against faculty and staff in which poor judgement is identified, but the conduct does not rise to the level of a policy violation. Formal discipline and remedies may, nonetheless, be imposed.

### **Formal Investigation, Not Responsible**

Following an investigation, no policy violation is found and the university takes no further action on the matter.

**INQUIRY** An inquiry is a review of available information to determine if a formal investigation is warranted and/or feasible under the circumstances. Under Title IX guidance from the Department of Education, "Whether or not a student files a complaint of alleged sexual misconduct or otherwise asks the school to take action, where the school knows or reasonably should know of an incident of sexual misconduct, the school must take steps to understand what occurred and to respond appropriately." It is not uncommon for the university to receive a report of unwanted sexual conduct under circumstances in which the subject of the alleged unwanted conduct does not want the university to investigate or take action. Nonetheless, the university must make inquiries to determine appropriate next steps. An inquiry will not result in an investigation when the university determines the concern has been appropriately resolved by the parties; or when the university determines it will not be able to conduct an investigation that will be fruitful given the lack of cooperation by the complainant and/or witnesses and/or lack of access to evidence. The university may take other steps to address a concern other than through an investigation, such as through a university intervention.



**MATTERS INVOLVING EXTERNAL-PARTY RESPONDENTS** When Stanford community members experience unwanted conduct by individuals outside of the Stanford community, although Stanford does not have direct disciplinary authority over these individuals, Stanford will take action to assist the Stanford complainant. The external parties include unknown strangers, former romantic partners, and campus visitors, in addition to others. Actions can include issuing campus bans, restricting access to programs, or providing safety planning to the complainants such as housing changes, or assistance obtaining a restraining order.

**NO CHARGE** A finding after a full investigation that a reasonable decision-maker or panel could not conclude by a preponderance of the evidence that a policy violation occurred.

**NON-HEARING RESOLUTION** An outcome following an investigation by the Title IX Office through the Student Title IX Process. After a case is investigated and charged, the Title IX Coordinator may provide the parties with a proposed outcome of the matter. If both parties agree to the outcome, the resolution is finalized and becomes a University Directive. Otherwise, the matter proceeds to a hearing.

**NOT ENOUGH INFORMATION TO PROCEED** This category includes those reports that lack detail and remain unverified despite attempts to contact the reported complainant. Whenever Stanford receives any report, it reaches out several times to the reported complainant to provide resources and to request more information about the report.

**POLICY VIOLATION** For the purposes of this report, a policy violation refers to a finding that the responding party was in violation of Administrative Guide 1.7.1 and/or Administrative Guide 1.7.3.

**PRIORITY ACCESS** The complainant has first priority to academic classes, activities, and social events, and the responding party defers to the complainant and does not enroll/participate in complainant's classes or activities.

**PSYCHO-EDUCATIONAL COUNSELING** refers to the Active Psychoeducational (AP) Program for Sexual Misconduct, a pilot program in which Stanford is participating, to provide individualized counseling to students according to research-based modules.

**SEPARATION** Refers to all circumstances in which an individual is permanently separated from the university community following a finding of a policy violation including expulsion, termination, resignation/retirement in lieu of termination, non-renewal of an appointment.

**STAY AWAY** A University Directive to stay away from a complainant, and to not contact the complainant directly or indirectly.

**UNIVERSITY INTERVENTION** An action to address a concern without a formal investigation. This process is appropriate when the allegation, if true, would not rise to the level of a policy violation, but the conduct is nonetheless objectionable. Examples of this conduct could include inappropriate jokes and comments in an academic or work setting. This process is also appropriate when the complainant does not want the university to conduct a full investigation and the university considers an intervention an appropriate step to address the concerns. In addition to counseling individuals, these interventions have included providing group training, changing housing assignments, and asking students to stay away from complainants. The goal is to address the reported behavior to the extent possible while honoring the wishes of the complainant.