



About Our Shared Culture of Respect

University Guidelines for mentors, coaches, volunteers, facilitators, affiliates

Stanford University is an institution dedicated to the pursuit of excellence. Central to that institutional commitment is the principle of treating each community member fairly and with respect, and the creation of an environment free of sexual harassment and misconduct, intimidation, and exploitation.

As part of your role as a mentor, coach, volunteer, facilitator, or affiliate, we ask that you please review the following guidelines regarding the expectations and responsibilities of University community members. Thank you for your valuable contribution to our community.

How to Report

If you are made aware of a complaint or incident of prohibited sexual misconduct involving a student or other community member, do not delay in reporting the matter to a University resource (listed below).

Prohibited sexual conduct includes:

- sexual harassment
- sexual assault
- sexual misconduct
- relationship (dating or domestic) violence
- stalking

We neither expect nor want you to investigate or otherwise seek to determine what happened. Please err on the side of reporting concerns so that the University may respond promptly and provide support to the affected parties.

Consensual Relationships

The University expects teachers to maintain interactions with students free from influences that may interfere with the learning and personal development experiences to which students are entitled. In this context teachers include those who are entrusted to mentor and coach students.

Stanford has a detailed policy regarding consensual relationships that applies to mentors, volunteers, and affiliates. Sexual or romantic relationships – whether regarded as consensual or otherwise – between individuals in inherently unequal positions should in general be avoided and in many circumstances are strictly prohibited by this policy. For instance, such relationships are prohibited between any teacher and undergraduate students. See Section 1.7.2 of the Stanford Administrative Guide: <https://adminguide.stanford.edu/chapter-1/subchapter-7/policy-1-7-2>

Interacting with Students

- It should be made clear to students that any after hour activities and off-campus events are optional and not a requirement.
- One-on-one meetings with students should take place in public locations, avoiding isolation and secrecy.
- Successful advising and mentoring relationships are characterized by clear expectations and adherence to professional boundaries.
- Overly personal discussions about private matters are not appropriate.

Policies and Resources

Because of the harmful effect of sexual harassment and misconduct on students and others, you are expected to comply with the following policies found in the Stanford University Administrative Guide at adminguide.stanford.edu:

- Section 1.7.1 Sexual Harassment
- Section 1.1.1 University Code of Conduct

For information about the University's Acts of Intolerance Protocol: intolerance.stanford.edu

For all student-related, post doc, faculty or staff related concerns:

Title IX Office
(650) 497-4955