Stanford’s SHARE Title IX Student Procedures

Stanford has several investigative processes to respond to sexual violence. They each start with an initial report and can eventually lead to disciplinary action. Having a change of mind during any of these processes is completely normal and okay. No matter what happens, there are always resources that you can access at any time before, during, or after the process. You can go to sharefile.stanford.edu/studentlife to learn more.

### Title IX / SHARE Procedures

SHARE has three different procedures for responding to sexual assault/violence/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 you can’t tell which procedure your case falls under, don’t worry.

In general, Title IX cases must include Title IX Prohibited Conduct (see pg. 3 of the Title IX Procedure). 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 abroad or off-campus, during a non-Stanford activity, or before August 14, 2020.

<table>
<thead>
<tr>
<th>Title IX Procedure</th>
<th>SHARE Hearing</th>
<th>SHARE Investigation</th>
</tr>
</thead>
<tbody>
<tr>
<td>respondent is student, faculty, or university staff</td>
<td>respondent is student or faculty</td>
<td>respondent is university staff</td>
</tr>
<tr>
<td>free legal aid provided (11 hours + hearing time)</td>
<td>free legal aid provided (11 hours + hearing time)</td>
<td>free legal aid provided (4 hours)</td>
</tr>
<tr>
<td>includes investigation and hearing (may include live cross-exam)</td>
<td>includes investigation and hearing (written cross-exam)</td>
<td>includes investigation and hearing (but no hearing)</td>
</tr>
<tr>
<td>final decision made by a neutral hearing officer</td>
<td>final decision made by a neutral hearing officer</td>
<td>final decision made by Title IX Coordinator</td>
</tr>
<tr>
<td>option for informal resolution (only if respondent is a student)</td>
<td>option for informal resolution</td>
<td>option for informal resolution (voluntary) resolution</td>
</tr>
</tbody>
</table>

### 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 impose disciplinary actions.

- **Formal Complaint**
  - Complainant: the one who submitted the complaint
  - Respondent: the one accused of the alleged conduct
  - Process Support Person: can come with you to interviews with investigators and help you with written submissions
  - Hearing Support Person: attends hearing and does live cross-examinations (questioning the other party) for you
  - Hearing Officer: judge who makes final decision of parties’ responsibility
  - Stanford-Provided Attorney: confidential and privileged, can give legal aid and be your process and/or hearing support person, paid for by Stanford

#### Investigation

The investigation lasts about a month, followed by an evidence review period. Afterwards, the Title IX Coordinator will decide if the case will go to a hearing.

- **Investigation**
  - Hearings usually virtual. Unless both parties waive it, the hearing includes a live cross-examination. A non-Stanford neutral hearing officer will oversee the hearing.

#### 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.

- **Possible Student Outcomes**
  - If found responsible:
    - contact restrictions
    - event or campus restrictions
    - required time away
    - required educational changes
    - community service
    - expulsion (zero)

- **If found not responsible:**
  - can still offer accommodations

#### Appeal

After the decision there is an option for an appeal process, which is decided by a non-Stanford private judge.

- **Appeal**
  - You get 2 hours of free time with a Stanford-provided attorney for hearing preparation and unlimited time during the hearing.
  - You’re required to have a “hearing support person,” who can be someone you know or an attorney Stanford connects you with.
  - You can decline to give statements or attend a hearing, but if you do so you can’t present your side.
  - Unless waived, you’ll be questioned by the other party’s hearing support person, who could be someone you know.

### Title IX Estimated Timeline (takes 3 - 4 months)

<table>
<thead>
<tr>
<th>Formal Complaint Filed</th>
<th>Investigation Begins</th>
<th>Investigation Ends</th>
<th>Notice of Hearing</th>
<th>Pre-Hearing Hearing ~ 1 month</th>
<th>Decision and Appeals ~ 1 month</th>
</tr>
</thead>
<tbody>
<tr>
<td>5d</td>
<td>1 month</td>
<td>10d</td>
<td>7d</td>
<td>Deadline to Submit Evidence Review</td>
<td>Deadline to Respond to Investigative Report</td>
</tr>
<tr>
<td>1 month</td>
<td></td>
<td></td>
<td>10d</td>
<td>Deadline to Submit Hearing File Response</td>
<td>Decision Sent</td>
</tr>
<tr>
<td>1 month</td>
<td></td>
<td></td>
<td>7d</td>
<td>Hearing File Sent</td>
<td>Deadline to Appeal Decision</td>
</tr>
<tr>
<td>1 month</td>
<td></td>
<td></td>
<td>5d</td>
<td>Hearing</td>
<td>Deadline to Respond to an Appeal</td>
</tr>
<tr>
<td>1 month</td>
<td></td>
<td></td>
<td>30d</td>
<td>Hearing</td>
<td>Appeal Outcome</td>
</tr>
</tbody>
</table>

### Prefer not to go through an investigation?

- **Intervention**
  - A non-disciplinary alternative where the university helps you try to remedy the situation without the formal process. Contact the SHARE Title IX office for more information.

- **Withdraw Complaint**
  - Complainants can withdraw the process any time. However, the Title IX Coordinator may decide to continue anyways. If this happens, you don’t have to continue participating.

- **Informal Resolution**
  - Parties can mutually opt into an informal resolution at any time after submitting a formal complaint. It’s flexible - not guided by a formal procedure or rules. You can decide you don’t want to do this at any time and go back to the formal process.

Scan me for an online version of this resource.