

Stanford University

SHARE TITLE IX ANNOUNCEMENTS:

Updated SHP online courses coming to STARS in 2025

The SHARE Title IX and Title VI Office is currently working with the Office of General Counsel and the Employee Labor Relations-UHR Office to evaluate content changes based on the updated Title IX Regulations and the Department of Education's "Dear Colleague" letter. Note that our Sexual Harassment Prevention courses are part of a larger review of Stanford courses affected by the federal administration's new guidelines and executive orders.

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SHARE Title IX and Title VI Office

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Danger Zones

Many behaviors could be interpreted as sexually harassing, depending on the circumstances. Whether behavior is offensive or not depends on how it is *perceived*, not how it was *intended*. Sexual conduct is unwelcome whenever the person subjected to it considers it unwelcome.

Watch out for these "Danger Zones" :

1. Inappropriate e-mail and sexually explicit internet use
2. Comments on personal appearance
3. Hugging, massages and other touching
4. Unwanted, repeated requests for dates
5. Off-color jokes and innuendo
6. Sexually explicit profanity
7. Nicknames and stereotypes
8. Invading someone's personal space
9. Intrusive personal or sexually explicit questions
10. Suggestive looks, gestures or sounds
11. Ridiculing someone's sexual orientation
12. Spreading rumors about someone's sexual conduct
13. Public displays of sexually explicit pictures, calendars, cartoons, etc.

This is a very basic list. You'll find definitions of terms related to sexual harassment and a comprehensive list of potentially problematic behaviors on this [UN website](#)