

**STANFORD UNIVERSITY:
AN ACTS OF INTOLERANCE PROTOCOL
FOR
FACULTY, STAFF, AND STUDENTS**

1. Purpose

The protocol outlines the procedures and support for faculty, staff, and students when acts of intolerance occur on this campus, including SLAC.

2. Definition of an Act of Intolerance

An act of intolerance is conduct that adversely targets an individual or group on the basis of sex, race, color, disability, religion, sexual orientation, and/or national/ethnic origin.

3. Security Concerns

If, in the aftermath of an act of intolerance, students, staff, or faculty are concerned for their physical safety, they should contact SLAC Security (X2551) or the San Mateo County Sheriff (9-911).

4. Reporting Responsibility

Anyone who is either the victim of an act of intolerance or who witnesses an act of intolerance is encouraged to report the act to the SLAC Employee Relations Office (X2358), the SLAC Affirmative Action Office (X2968), the Vice Provost for Campus Relations (723-3484) or the Vice Provost for Student Affairs (725-1808). Acts of intolerance that threaten physical harm and/or violence should be immediately reported to SLAC Security (X2551) or the San Mateo County Sheriff (9-911).

5. Graffiti and E-Mail

If the act of intolerance is in the form of graffiti, SLAC Security will take responsibility for its prompt removal. Under no circumstances should physical evidence of an act of intolerance be removed or tampered with, since removal or tampering could seriously compromise any subsequent investigation. If the act of intolerance is in the form of e-mail, it should be forwarded, in its original form, to SLAC Employee Relations (huser@slac.stanford.edu), the SLAC Affirmative Action Office (sgee@slac.stanford.edu), the Vice Provost for Campus Relations (lcordell@stanford.edu) or the Vice Provost for Student Affairs (awakuni@stanford.edu) so that steps can be taken to identify the sender.

6. Psychological Assistance

Victims of an act of intolerance may be in need of psychological assistance. Students should contact counselors at Student Health Services (723-3785); faculty and staff should contact counselors at The Help Center (723-4577).

7. Dissemination of Information

The Vice Provost for Campus Relations will take responsibility for informing faculty and staff of any significant incidents (via e-mails and/or telephone calls to the Staff Groups, Deans, and Department Chairs). The Vice Provost for Student Affairs will take responsibility for informing students of any significant incidents. SLAC specific incidents will be handled by the SLAC Human Resources Department in concert with the SLAC Director's Office. Any questions should be directed to them or to the Vice Provost for Campus Relations or the Vice Provost for Student Affairs.

8. Community Education

Stanford University is committed to the ongoing education of its faculty, staff, and students to prevent and respond to acts of intolerance.

John Hennessy
President, Stanford University