



May 21, 2020

National Institutes of Health  
Division of Biomedical Research Workforce  
Office of Extramural Research

RE: NOT-OD-19-029: Stanford University Documentation and Assurance of Commitment to Civil Rights

Dear Sir or Madam;

Please accept this letter as confirmation of Stanford University's commitment to Title IX of the Education Amendments of 1972, and our commitment to ensuring that NIH-supported research and training at Stanford occurs in a civil, safe, and respectful environment, free from discrimination and unlawful harassment, sexual or otherwise. Stanford has a long-held commitment to end sexual harassment on its campus, having opened an independent Sexual Harassment Policy Office in 1993, one of the nation's first dedicated offices. Similarly, Stanford prohibits unlawful discrimination on the basis of protected characteristics, and its Diversity and Access Office is dedicated to responding to and redressing concerns.

Stanford's Nondiscrimination Policy provides:

*Stanford University prohibits discrimination and harassment and provides equal opportunities for all community members and applicants regardless of their race, color, religious creed, national origin, ancestry, physical or mental disability, medical condition, marital status, sex, age, sexual orientation, gender identity, veteran status or any other characteristic protected by law.*

Additionally, Stanford's prohibition on Sexual Harassment provides:

*Where sexual harassment has occurred, the University will act to stop the harassment, prevent its recurrence, and discipline and/or take other appropriate action against those responsible.*

Specifically, to provide assurances as required by NOT-OD-19-029, on behalf of the University, I assure Stanford's institutional commitment in the following areas:



- (1) Stanford University has proper policies<sup>1</sup>, procedures<sup>2</sup>, and oversight<sup>3</sup> in place to prevent discriminatory harassment and other discriminatory practices;**
- (2) Stanford responds appropriately to allegations of discriminatory practices<sup>4</sup>;**
- (3) Stanford has developed a protocol to inform NIH/the Office for Civil Rights in compliance with NOT-OD-15-152; and**
- (4) Stanford has adopted and will follow its institutional protocol for requesting NIH prior approval of a change in the status of the Program Director/Principal Investigator (PD/PI) or other key personnel to continue their role on the NIH award described in the training grant application as described in NOT-OD-18-172.**

Please do not hesitate to contact us if you require further information.

Sincerely,

*Kathryn A Moler*

Kathryn A. Moler, Ph.D.  
Professor of Applied Physics and Physics  
Vice Provost and Dean of Research

<sup>1</sup> See [Stanford Administrative Guide 1.7.1 Sexual Harassment](https://adminguide.stanford.edu/chapter-1/subchapter-7/policy-1-7-1), <https://adminguide.stanford.edu/chapter-1/subchapter-7/policy-1-7-1>; Stanford Administrative Guide 1.7.3 Prohibited Sexual Conduct, <https://adminguide.stanford.edu/chapter-1/subchapter-7/policy-1-7-3>; and Stanford Administrative Guide 1.7.4, <https://adminguide.stanford.edu/chapter-1/subchapter-7/policy-1-7-4>

<sup>2</sup> See grievance procedures identified in policies listed in Footnote 1; see also the Stanford Student Title IX Process (effective February 2016) (for matters involving a student as a respondent) and Stanford Title IX Administrative Process (for matters not covered by Student Title IX Process).

<sup>3</sup> See <https://equity.stanford.edu>

<sup>4</sup> See procedures listed in Footnote 2.