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## Racial Slurs in ██████████ -- Follow-up

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To: ██████████@lists.stanford.edu

Wed, Mar 2, 2022 at 1:48 PM

Dear Students,

I, along with Dean Oyer and Dean Hayes, am writing to provide an update on the incident last week in ██████████ Hall.

Last week, you heard from classmates, faculty, and staff about why this event is so upsetting, infuriating, and painful. We are upset because it violated our deeply held campus values. The individual or individuals who wrote a racist slur on two student doors violated the personal honor, and the respect for the dignity of others, that we expect at the GSB and affirm in Stanford's code of conduct. It is unacceptable. What is worse, the GSB residences are homes for GSB students. The perpetrator violated the basic right to safety and security we deserve in our homes.

We know that everyone in the community wants to understand what is being done to increase security, what is being done to identify the perpetrator, and what disciplinary actions might result. To that end, we want to share the following:

- **Security in the GSB Residences.** The GSB employs two on-site security personnel in addition to the comprehensive security provided by Stanford's Department of Public Safety (DPS). We are increasing our security detail from two to four during the evening and overnight shifts. While we are adding staff, our current personnel are focused on the GSB Residences. In addition, DPS has offered to have their community service officers make walk-throughs in the residences. We will work with students who have expressed security concerns to determine whether that is desirable.
- **Investigation.** We received an update from DPS on Monday night in a meeting with BBSA leadership. Since responding to the initial report last Tuesday, DPS has gathered evidence, conducted interviews, and is following up on information they have received from students. The investigation is active and **DPS wants to hear from anyone who has information**. To provide it, you can call (650) 329-2413 (24/7) and ask to speak to an investigator. You do not need to give your name. You can also submit a [confidential anonymous tip](#) through the Palo Alto Police Department, which also provides dispatch services for DPS.
- **Disciplinary Actions.** We have received questions about potential disciplinary actions should a perpetrator be identified. Typically, if a DPS investigation results in the identity of a perpetrator, the District Attorney's Office determines what, if any, criminal charges are filed. Within the university, violations of Stanford's [Fundamental Standard](#) are adjudicated through a [disciplinary process](#) overseen by the Office of Community Standards, and are punishable by sanctions up to and including expulsion.
- **Support Resources.** The end of this message provides specific contact information related to mental health and academic support, at both the GSB and the university, that you should not hesitate to access.

Our first priority at this time is restoring the safety and security that was abrogated last week. Looking forward, we are reminded of the importance of the GSB's [Action Plan for Racial Equity](#), which we established eighteen months ago. The plan sets systematic goals around representation, inclusion, impact, and accountability. We have made real progress against those goals. Today, the SA, with input from the BBSA and other students, have shared specific student needs and priorities that will be valuable in sharpening our focus on areas that need attention, so we can act on them.

Jon Levin

## Support Resources

- [Counseling and Psychological Services \(CAPS\)](#) – Dr. [Tom Ellis](#) is the embedded psychologist dedicated to GSB students. His office is located in the GSB Residences. In addition, all clinical personnel at CAPS have been informed about what happened and are ready to respond to our students. Appointments and urgent help can be obtained by calling 650-723-3785.
  - Academic support – We recognize that you are all dealing with this against the backdrop of being a student. The mental health impact of these incidents falls under our definition of incapacity due to illness and injury under the GSB Attendance Policy, so please continue to use the [GSB Absence Report](#) system if you or your classmates need to miss class in service of your well-being. Dean Levin's message from Wednesday morning was shared with all GSB faculty and staff, so they have context for any support requests you may have. In addition, Student Support can work directly with any student who needs support with navigating academic life.
  - [Emergency Grant](#) – The GSB is fortunate to have received a gift focused on student mental health care, and in addition to making it possible for a clinician from CAPS (Dr. Ellis) to be dedicated to GSB students, funds were also intended to remove barriers for students with financial need. This financial support is provided on a reimbursement basis for up to \$5,000 per academic year. Apply through the GSB Emergency Grant. This can be especially helpful if you are seeking care from a provider who is off-campus.
  - [Graduate Life Office](#) – [Chidel Onuegbu](#) is available to meet with students seeking a non-clinical resource who is outside of the GSB, but still part of Stanford. She has been working with GSB staff and DPS to respond to the incidents and care for our community.
  - [Protected Identity Harm \(PIH\) Reporting](#) – University's process to address incidents and conduct that unfairly targets an individual or group on the basis of identity. PIH collaborates with Student Support and DPS to respond to incidents submitted, connect with university resources, and work towards resolutions.
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