# National Academies Projects on Sexual Harassment

SCIENCES · ENGINEERING · MEDICINE CONSENSUS STUDY REPORT Sexual Harassment of Women Climate, Culture, and Consequences in Academic Sciences, Engineering and Medicine

The National Academies of

Report: www.nap.edu/sexualharassment

The National Academies of SCIENCES ENGINEERING MEDICINE

# Action Collaborative on **Preventing** Sexual Harassment

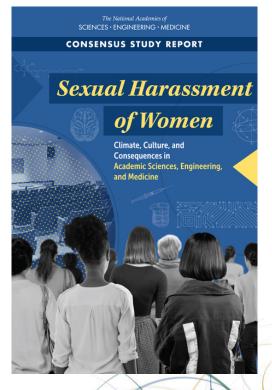
in Higher Education

Action Collaborative:

http://nationalacademies.org/sexual-harassment-collaborative

## Key Findings from Consensus Report on Sexual Harassment of Women

- There is extensive sexual harassment
- Gender harassment is the most common form of sexual harassment
- Sexual harassment undermines research integrity, reduces talent pool, and harms targets and bystanders
- Legal compliance is necessary but not sufficient to reduce harassment
- Changing climate and culture can prevent and effectively address sexual harassment



The National | SCIENCES Academies of | MEDICINE

SEXUAL COERCION

using professional threats or rewards to get sexual favors

PUBLIC CONSCIOUSNESS

#### UNWANTED SEXUAL ATTENTION

sexual assault

rape

unwanted groping or stroking

# Recognizing All Types

relentless pressure for sex or dates

nude images posted at work

GENDER HARASSMENT

unwanted sexual discussions

sexually humiliating acts

sexual insults, gender slurs,
 and vulgar name calling
 e.g. "whore," "pu\*\*y," "slut," "bitch"

offensive sexual teasing or remarks about bodies

sexist insults e.g. women don't belong in science

sabotage of women's equipment

obscene gestures

## Of Sexual Harassment



The National Academies of SCIENCES ENGINEERING MEDICINE

### **Predictors of Sexual Harassment**

Sexual harassment is most likely to take place in environments that are:

- Male-dominated in number, leaders, and culture
- Organizational tolerance of sexual harassment
  - Reporting is perceived as risky
  - o Reports not taken seriously
  - o Offenders escape sanction

Organizational climate is, by far, the greatest predictor of the occurrence of sexual harassment.

The National Academies of Academies of MEDICINE

## Key Recommendations for Higher Education Institutions

Make systemwide changes that address the systems, cultures, and climates that enable sexual harassment to perpetuate:

- 1. Create diverse, inclusive, and respectful environments
- 2. Diffuse the hierarchical and dependent relationship between trainees and faculty
- 3. Provide support for targets

SCIENCES

MEDICINE

ENGINEERING

The National

Academies of

- 4. Improve transparency and accountability
- 5. Strive for strong and diverse leadership



#### Create Diverse, Inclusive, and Respectful Environments

Ind Promotion: Take explicit steps to nates gender and racial equity in hiring and s, and improve the representation of women at

 The University of Michigan Committee on Strategies and Tractica for Recruiting to Improve Divensity and Excellence (STRIDF) offers Faculty Recruitment Workdnaps for faculty members with an important role in faculty recruitment.

#### Civility-Promotion: Combine anti-Inanssment efforts with programs to promote civility. • The 2016 LLOC: Task Force on the Study of Harasment in the Workplace recommends workplace

training focused on respect and civility.

 The Civility, Respect, and Engagement at Work (CRRV) program is an intensive 6 month intervention, geared to enhance employees' interpersonal awareness and communication skills.

Interrupt and Intervene in Inappropriate Behavior: Utilize training approaches that develop stills among participants to interrupt and intervene when imappropriate behavior occurs. • Rystander intervention training such as Confronting Divijudiced Reportses (CPR) and Rehavior Mediding

Environment of the second seco

aining that Aims to Change Behaviar: ining should locus on changing behavior, not on anging beliets.

grams ansula deany communicate behavioral exclutions and specify consequences for failing to et those expectations. Training programs should t be based on the avoidance of legal liability.

#### Improve Transparency and Accountability

Clear Policies: Develop and share draw, accessible, and consistent policies on sexual harassment and standar of behavior. Make clear that people will be held accountable for violating the policies.

 Include a range of clear disciplinary actions that correspond with the severity of the harassment.
 Ensure the academic community in policy and user

 Engage the academic community in policy and practice reviews. Some institutions have created student advisory boards and forums for students to meet with the Title IX Steering Committee.

#### Transparency about Handling Reports: Be as transparent as possible about how the institution i handling reports of sexual barassment.

 Yale University publishes a semiannual Report of Complaints of Sexual Misconduct and an annual campus safety report to inform the campus community.

Assess Climate: Utilize climate surveys to further investigate and address systemic sexual heasament. • The results of climate surveys should be shared public to demonstrate to the campus community that the

institution takes the issue seriously. The Administrator-Researcher Campus Climate Collaboration (ARC3) survey has been used by more than 150 higher education institutions.

Research Integrity: Consider sound harassment equally important as research misconduct in terms of its effect on the integrity of research. • The U.S. Geological Survey and the Department of the

Interior have brinad scientific integrity policies that apply to imployees, appointees, volunteers, grantees, and contractors. Some scientific societies such at the American Geophysical Union have developed new ethics policies that explicitly call out sexual harassment and discrimination.

Available at www.nap.edu/sexualharassment/#resources

# Action Collaborative on **Preventing** Sexual Harassment

in Higher Education



http://nationalacademies.org/sexual-harassment-collaborative

The National Academies of SCIENCES ENGINEERING MEDICINE Goals of the Action Collaborative on Preventing Sexual Harassment in Higher Education

### Main goals:

- 1. Raise awareness about sexual harassment, its consequences, and preventing it
- 2. Share and elevate evidence-based policies and strategies for reducing and preventing sexual harassment
- 3. Contribute to setting a research agenda, and gather and apply research results across institutions
- 4. Develop a standard for measuring progress toward reducing and preventing sexual harassment in higher education



# Public Resources from the Action Collaborative



- **Meetings**: Gatherings of the Action Collaborative members and/or key stakeholders Next Summit is October 19-20, 2022
- Annual Report: Summarizes the Action Collaborative's collective progress over the past year
- **Repository of Work**: Collection of the most significant, innovative actions that each Action Collaborative institution has taken



**Collaborative Publications**: Research-based resources to benefit the higher education community.

### http://nationalacademies.org/sexual-harassment-collaborative

The National Academies of MEDICINE

# Repository of Work

The National Academies of MEDICINE	About Us	Events	Our Work	SEARCH Q
				SOTERIA SOLUTIONS A Comprehensive Approach to Assessing Climate and Culture: Workplace Culture Surve Soteria Solutions created a survey to measure individual and organizational strengths, as well as uncover social norms that will support culture change.
Sexual Harassment Collaborative Repository				TOPIC: Climate Survey/Measuring Prevalence   Qualitative Research   Sharing the Results/Data from Evaluation   Using Evaluation to Inform Action YEAR: 2020-2021
By Keyword Keyword Filter	s	UBMIT		DOWNLOAD PARTNER NETWORK DESCRIPTION OF WORK →         UNIVERSITY OF CALIFORNIA, SANTA CRUZ         A Guide on Best Practices for Graduate Students Impacted by SVSH
Topic - Prevention		_		UC Santa Cruz created a guide on processes to mitigate the impact of sexual harassment on graduate student survivors; the guide outlines potential consequences (loss of a recommendation letter, slowed academic progress, etc.), identifies the leader responsib for ensuring the issue is addressed (chair of graduate program, dean, etc.), highlights applicable campus resources, and outlines potential solutions.
Anti-Sexual Harassment Educa	<ul> <li>Ally or Ambassador Programs</li> <li>Anti-Sexual Harassment Education</li> <li>Bystander Intervention Programs</li> <li>Civility or Respect Promotion Programs</li> <li>DEI In Hiring, Promotion, Advancement, and Admissions</li> <li>Identifying and Reinforcing Community Values</li> <li>Leadership Education and Skill Development</li> <li>Other Prevention</li> <li>Prevention Program or Toolkits</li> </ul>			TOPIC: Reintegration Strategies and Programs YEAR: 2019-2020
				download member description of work $\rightarrow$
DEI In Hiring, Promotion, Adva Identifying and Reinforcing Co Leadership Education and Skil				UNIVERSITY OF CALIFORNIA, BERKELEY Academic Department Sexual Harassment Prevention Toolkit UC Berkeley developed a multi-step toolkit to help academic department leadership create and implement a plan to prevent sexual harassment within their community. TOPIC: Prevention Program or Toolkits   Leadership Education and Skill Development
				YEAR: 2019-2020 DOWNLOAD MEMBER DESCRIPTION OF WORK →

# Public Resources from the Action Collaborative



- **Meetings**: Gatherings of the Action Collaborative members and/or key stakeholders Next Summit is October 19-20, 2022
- Annual Report: Summarizes the Action Collaborative's collective progress over the past year
- **Repository of Work**: Collection of the most significant, innovative actions that each Action Collaborative institution has taken



**Collaborative Publications**: Research-based resources to benefit the higher education community.

### http://nationalacademies.org/sexual-harassment-collaborative

The National Academies of MEDICINE

# **Collaborative Publications**





PERSPECTIVE PAPER



 $O_{\mathbf{x}}$  EVIDENCE-BASED PRACTICE

CALL FOR INFORMATION



#### **Prevention**

- Performing reference checks on applicants' past violations of policies related to behavior (<u>University of Washington</u>, <u>University of Wisconsin system</u>, <u>University of California</u>, <u>Davis</u>, <u>Cornell University</u>, <u>The Ohio</u> <u>State University</u>)
- Creating policies to ensure people's behavior is taken into consideration during reappointment, promotion, awards, and/or tenure (<u>Rutgers University</u> and <u>University of California, Berkeley</u>)
- Customized education program for departments and intact groups to help shift culture, trainings that utilize an intersectional lens (<u>Massachusetts Institute of Technology</u> and <u>University of Michigan</u>, <u>Rutgers</u> <u>University</u>)
- Identify and reinforce positive and shared community values and norms, especially respect (<u>Argonne National Laboratory</u>, <u>University of California</u>, <u>Berkeley</u>, <u>Michigan State University</u> and <u>Yale University</u>)
- Prevention toolkits or programs for leaders (<u>Massachusetts Institute of Technology</u>, <u>Northwestern University</u>, <u>Rutgers University</u>, and <u>University of California</u>, <u>Berkeley</u>, <u>Michigan State University</u>).
- Prevention toolkits for field sites (<u>University of California, Berkeley</u>)



#### Response

- Setting up ombuds offices to provide confidential and non-mandatory reporting resources and tools (<u>International Ombudsman Association</u>, <u>Cold Spring Harbor Laboratory</u>, and <u>Argonne National Laboratory</u>)
- Anonymous disclosure and reporting systems (<u>Harvard University</u>, <u>University of Kansas and University of Kansas Medical School</u>, and <u>California Institute of Technology</u>)
- Increased transparency on the range of disciplinary actions and responsive actions, particularly how decisions are made (<u>University of Minnesota</u>)
- Revisions to mandatory reporting policies to have more limited mandatory reporting and instead more mandatory supporting (<u>University of New Mexico</u>, <u>2020 Summit Session on Finding Common</u> <u>Cause: Centering Survivors in Reporting Policies</u>), and <u>University of Washington</u>)
- Restorative or transformative justice and alternative forms of resolution (<u>Duke University</u>, <u>University</u>, <u>Original Anderbilt</u>, <u>University of Chicago</u>, <u>University of Minnesota</u>, and <u>University of Washington</u>, and <u>Vanderbilt</u>, <u>University</u>)
- Policies and processes to explicitly address gender harassing behavior (<u>Los Angeles Community</u> <u>College District</u> and <u>University of Illinois Urbana Champaign</u>)

The National Academies of Academics of MEDICINE

### Remediation

- Reduce power differentials between members within a campus community
  - Student Reviews of Faculty and Mentors: 360 degree reviews of faculty (<u>Massachusetts</u> <u>Institute of Technology</u>); evaluating the mentoring and advising experiences for graduate students (<u>Harvard University</u>).
  - Faculty Mentoring, particularly for new hires (<u>University of Massachusetts, Amherst,</u> and the <u>University of New Mexico</u>)
  - Providing Independent Funding for Graduate Students (<u>Massachusetts Institute of Technology</u>)
  - Altering Departmental Admissions Policies (Vanderbilt University)
- Guide for addressing negative consequences that graduate students may experience from experiencing and reporting sexual harassment (<u>University of California, Santa Cruz</u>)
  - Creating customizable anti-retaliation plans that address reporting party's concerns (<u>Johns</u> <u>Hopkins University</u>)
  - Hopefully Coming Soon Honoring Survivors

The National Academies of Academics of MEDICINE

### **Evaluation**

- Monitoring the climate beyond using surveys
  - Combining multiple kinds of data—climate survey, focus groups and interviews, representation in hiring, current employment, and departures by race and gender—on a regular basis to monitor the climate (<u>University of Michigan</u>)
  - Qualitative research, either to complement climate survey data (<u>University of California, Santa</u> <u>Barbara</u>) or as a stand-alone project (<u>University of Minnesota</u>)
- Using Climate Survey Data: to identify and reinforce community values (<u>University of California</u>, <u>Berkeley</u>), inform institution-wide resources (<u>Harvard University</u>), as part of prevention toolkits that guide the development of action plans at the departmental level (<u>Massachusetts Institute of</u> <u>Technology</u>), and to inform changes within an organization (<u>University of Minnesota</u>, <u>Soteria Solutions</u>, and <u>Rutgers University</u>)
- <u>Evaluating the Effectiveness of Interventions to Prevent and Address Sexual Harassment</u>: Proceedings of a Workshop

The National SCIENCES Academies of MEDICINE

# National Academies Projects on Sexual Harassment



Action Collaborative: http://nationalacademies.org/sexual-harassment-collaborative

The National Academies of SCIENCES ENGINEERING MEDICINE

Report: www.nap.edu/sexualharassment