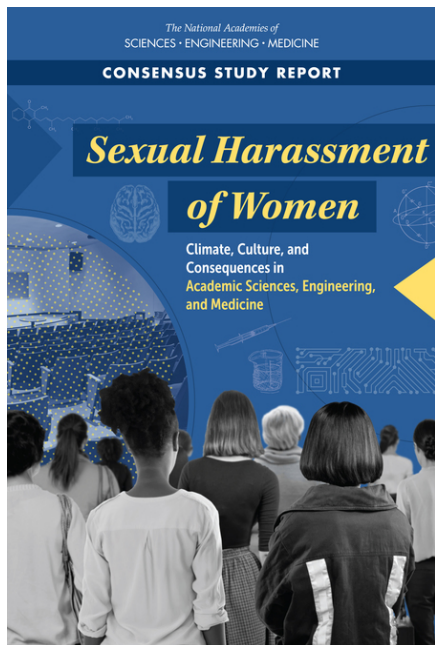


# National Academies Projects on Sexual Harassment



**Report:**  
[www.nap.edu/sexualharassment](http://www.nap.edu/sexualharassment)

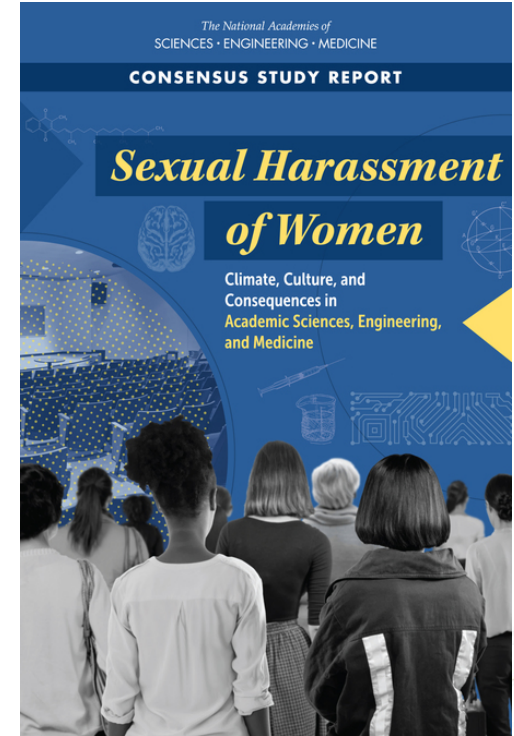


**Action Collaborative:**

<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



using professional  
threats or rewards  
to get sexual favors

## UNWANTED SEXUAL ATTENTION

sexual assault

rape

unwanted groping or stroking

## PUBLIC CONSCIOUSNESS

## GENDER HARASSMENT

relentless pressure  
for sex or dates

nude images posted  
at work

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



# Recognizing All Types

# 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
  - Reports not taken seriously
  - Offenders escape sanction

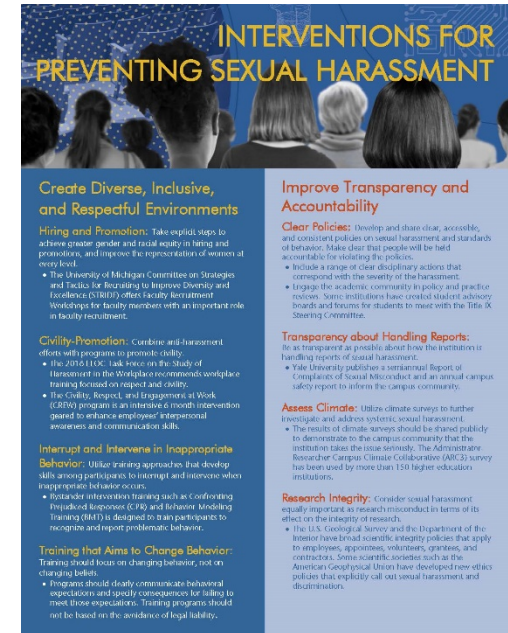
*Organizational climate is, by far, the greatest predictor of the occurrence of sexual harassment.*



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



Action Collaborative on

# Preventing Sexual Harassment

in Higher Education



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



# 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>



# Repository of Work

The National Academies of SCIENCES ENGINEERING MEDICINE

SEARCH Q

About Us Events Our Work

## Sexual Harassment Collaborative Repository

By Keyword

Keyword Filter [SUBMIT](#)

Topic - Prevention

- ☐ Ally or Ambassador Programs
- ☐ Anti-Sexual Harassment Education
- ☐ Bystander Intervention Programs
- ☐ Civility or Respect Promotion Programs
- ☐ DEI In Hiring, Promotion, Advancement, and Admissions
- ☐ Identifying and Reinforcing Community Values
- ☐ Leadership Education and Skill Development
- ☐ Other Prevention
- ☐ Prevention Program or Toolkits

SOTERIA SOLUTIONS

### A Comprehensive Approach to Assessing Climate and Culture: Workplace Culture Survey

Soteria Solutions created a survey to measure individual and organizational strengths, as well as uncover social norms that will support culture change.

TOPIC: Climate Survey/Measuring Prevalence | Qualitative Research | Sharing the Results/Data from Evaluation | Using Evaluation to Inform Action  
YEAR: 2020-2021

[DOWNLOAD PARTNER NETWORK DESCRIPTION OF WORK →](#)

UNIVERSITY OF CALIFORNIA, SANTA CRUZ

### A Guide on Best Practices for Graduate Students Impacted by SVSH

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 responsible for ensuring the issue is addressed (chair of graduate program, dean, etc.), highlights applicable campus resources, and outlines potential solutions.

TOPIC: Reintegration Strategies and Programs  
YEAR: 2019-2020

[DOWNLOAD MEMBER DESCRIPTION OF WORK →](#)

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 →](#)

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# Collaborative Publications

## Working Groups

Prevention

Response

Remediation

Evaluation



GUIDANCE DOCUMENT



PERSPECTIVE PAPER

PRACTICES



INNOVATIVE PRACTICE



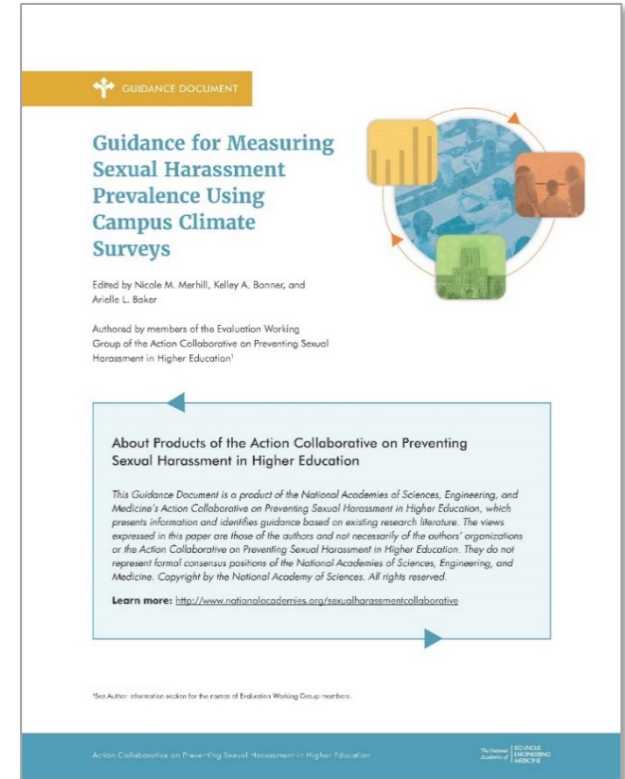
PROMISING PRACTICE



EVIDENCE-BASED PRACTICE

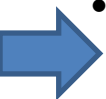


CALL FOR INFORMATION



# New Work Shared through the Action Collaborative

## Prevention

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



# New Work Shared through the Action Collaborative

## Response

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



# New Work Shared through the Action Collaborative

## Remediation

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



# New Work Shared through the Action Collaborative

## 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 ([University of Michigan](#))
  - Qualitative research, either to complement climate survey data ([University of California, Santa Barbara](#)) or as a stand-alone project ([University of Minnesota](#))
- Using Climate Survey Data: to identify and reinforce community values ([University of California, Berkeley](#)), inform institution-wide resources ([Harvard University](#)), as part of prevention toolkits that guide the development of action plans at the departmental level ([Massachusetts Institute of Technology](#)), and to inform changes within an organization ([University of Minnesota](#), [Soteria Solutions](#), and [Rutgers University](#))
- [Evaluating the Effectiveness of Interventions to Prevent and Address Sexual Harassment:](#)  
Proceedings of a Workshop



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