National Academies Projects on Sexual Harassment

Report:
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
Recognizing All Types

Of Sexual Harassment

SEXUAL COERCION

UNWANTED SEXUAL ATTENTION

- sexual assault
- rape
- unwanted groping or stroking

PUBLIC CONSCIOUSNESS

- relentless pressure for sex or dates
- naked images posted at work
- 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”

GENDER HARASSMENT

- sabotage of women’s equipment
- obscene gestures
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

Available at www.nap.edu/sexualharassment/#resources
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](http://nationalacademies.org/sexual-harassment-collaborative)
Repository of Work

Sexual Harassment Collaborative Repository

By Keyword

Keyword Filter

Submit

- 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
Sotera 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 for 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 recommendation letter, delayed academic progress, etc.), identifies the leader responsible for ensuring the issue is addressed (chair of graduate program, dean, etc.), highlights applicable campus resources, and discusses 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

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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

Guidance for Measuring Sexual Harassment Prevalence Using Campus Climate Surveys

About Products of the Action Collaborative on Preventing Sexual Harassment in Higher Education

This Guidance Document is a product of the National Academies of Sciences, Engineering, and Medicine’s Action Collaborative on Preventing Sexual Harassment in Higher Education, which presents information and identifies guidelines based on existing research. Where possible, the views expressed in this paper are those of the authors and not necessarily of the authors organizations or the Action Collaborative on Preventing Sexual Harassment in Higher Education. They do not represent formal consensus positions of the National Academies of Sciences, Engineering, and Medicine. Copyright by the National Academy of Sciences. All rights reserved.

Learn more: http://www.nationalacademies.org/successfulpractices
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
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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