



American
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Association.

Addressing Sexual Harassment Lessons Learned and Recommendations

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CHANGING THE
CULTURE TO END
SEXUAL HARASSMENT

December 2019

Working Group
report to the
Advisory
Committee to
the NIH
Director (ACD)

- *Theme 1:* Increase Transparency and Accountability in Reporting of Professional Misconduct, especially Sexual Harassment
- *Theme 2:* Establish Mechanisms for Restorative Justice
- *Theme 3:* Ensure Safe, Diverse, and Inclusive Research and Training Environments
- *Theme 4:* Create System-wide Changes to Ensure Safe, Diverse, and Inclusive Research Environments



AHA Research Committee Task Force on Sexual Harassment



Responsible for recommending immediate and long-term changes to prevent and address sexual harassment across all AHA science areas.

- **Confirm scope – TF wanted to also address Gender-Based harassment**
- **Brought in expert speakers and shared resources (very important, but could be endless)**
- **Divided into smaller groups**
- **Language – “people who have been targeted”**
- **Wide scope of “customers” increases the complexity**

REVIEWING AND IMPLEMENTING TASK FORCE RECOMMENDATIONS

- Ideally recommendations would only address items not currently in place that we could legally act on
- Involve Legal and HR as early as possible
- If the scope crosses multiple departments, have one group take the lead for implementation



Lesson
Learned





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IMPLEMENTATION TEAM



INITIAL STEPS

- An implementation team was designated
- Reviewed current AHA related statements, procedures and policies
- Defined the top task force recommendations and priorities

INITIAL PRIORITIES WERE DEFINED

- Standard messaging
- Establish clear and transparent procedures
- Create a broadly available system for reporting

Research Operations Staff
Science Guidelines Staff
Human Resource Staff
Scientific Publications Staff
Legal Staff
Science Education Staff
Scientific Councils Staff
Scientific Meetings Staff

EARLY WINS

Require AHA ***applicants excluding fellows*** to include a section in their biographical sketch that explicitly states how they contribute to a safe, inclusive, and diverse work environment.

Mentors on training grants or grants where training is dependent on specific mentors are **required to complete recognized training specific to sexual and gender-based harassment** to ensure that all mentors are being held to the same standard.

7/1/23 – implemented for FY24 programming.

Sexual Harassment Prevention Training

0% COMPLETE

▼ SEXUAL HARASSMENT

☰ What Is Sexual Harassment?

☰ Prohibited Behaviors and Consequences

☰ What to Do If You're Being Sexually Harassed at Work

☰ Bystander Intervention

☰ Next Steps

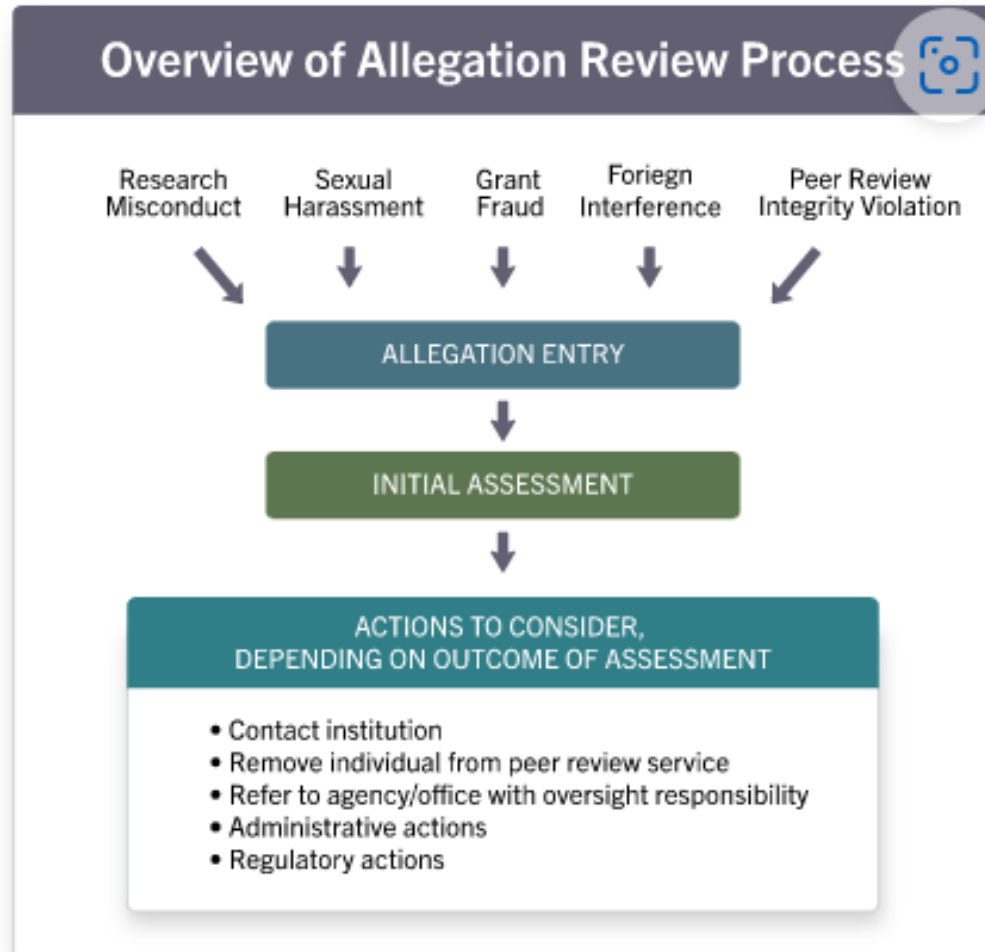
SEXUAL HARASSMENT PREVENTION TRAINING

- Most institutions have sexual harassment prevention training.
- Most employers have sexual harassment prevention training.

The outstanding questions for us....

- What if they did not have training available?
- Can we offer access to our AHA training?
- Should training be mandatory or encouraged?
- Should we track?

NIH PROCESS FOR HANDLING ALLEGATIONS



There are many great resources and examples to build upon

Don't try to solve for every scenario

Milestones after Report

- Procedure and process developed for Research
- Each science office is working on their area
- Message statements throughout AHA Science
- Active hotline
- Survey scheduled regarding prevalence of Sexual and Gender-based Harassment throughout AHA members
- Award Agreement and Guides include antiharassment statement
- From application through awards clear expectations for safe environments
 - biographical sketch that explicitly states how they contribute
 - (a) the Institution has in place adequate policy(ies) and procedures for reporting, investigating and addressing allegations of unlawful harassment or discrimination brought to its attention, and trains PIs and Mentors on the policy(ies) and procedures (
- Training resources for understanding bias and harassment (Available through AHA institution does not have)



Thank You.

