Work Shared through the Action Collaborative

• Reference checks on applicants’ past violations of policies related to behavior (2020 University of Washington, 2020 University of Wisconsin system, 2020 University of California, Davis, 2021 Cornell University, 2021 The Ohio State University, 2022 Purdue University, and 2023 Association of American Universities)

• Policies to take into consideration people’s behavior during reappointment, promotion, awards, and/or tenure (2020 Rutgers University and 2020 University of California, Berkeley, and 2023 Argonne National Laboratory)

• Increased transparency on the range of disciplinary and responsive actions, particularly how decisions are made (University of Minnesota)

• Policies and processes to explicitly address gender harassing behavior (Los Angeles Community College District, University of Illinois Urbana Champaign, Santa Barbara City College, and 2023 Argonne National Laboratory)
Work Shared through the Action Collaborative

- Anonymous disclosure and reporting systems (2020 Harvard University, 2020 Santa Barbara City College, 2021 University of Kansas and University of Kansas Medical School, 2021 California Institute of Technology, and 2022 Lawrence Berkeley National Laboratory)

- Trauma-informed website to provide support and resources (2023 University of New Mexico)

- Setting up ombuds offices to provide confidential and non-mandatory reporting resources and tools (2020 International Ombudsman Association, 2020 Cold Spring Harbor Laboratory, and 2020 Argonne National Laboratory)

- Victim Advocate Liaison Program to provide confidential resources and support for targets of sexual harassment (2020 NOAA)

- Creating customizable anti-retaliation plans that address reporting party’s concerns (2021 Johns Hopkins University)
Work Shared through the Action Collaborative

• Reducing power differentials:
  • Altering departmental admissions policies (2020 Vanderbilt University)
  • Providing independent funding for graduate students to change advisors (2021 Massachusetts Institute of Technology and 2023 Massachusetts Institute of Technology)
  • Process and resources for graduate students to change advisors (2023 University of California, Davis)

• Guide for addressing negative consequences that graduate students may encounter after experiencing and reporting sexual harassment (2020 University of California, Santa Cruz)

• Prevention and support in field research (2021 University of California, Berkeley, 2022 University of California, Irvine, 2023 Soteria Solutions and NOAA, 2023 University of California, Irvine)