

# 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](#),