

Sexual Harassment Prevention in REUs

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NSF Expectations

- We expect REU sites to follow best practices for prevention of harassment of students and resolution of any complaints.
- Setting clear policies
- Providing training for students AND mentors
- Appointing a person(s) for students to contact if there is a problem. (A representative should be on-site for the entire REU session)
- Posting of signs with policies at many locations
- Following up quickly on any complaints

Example:

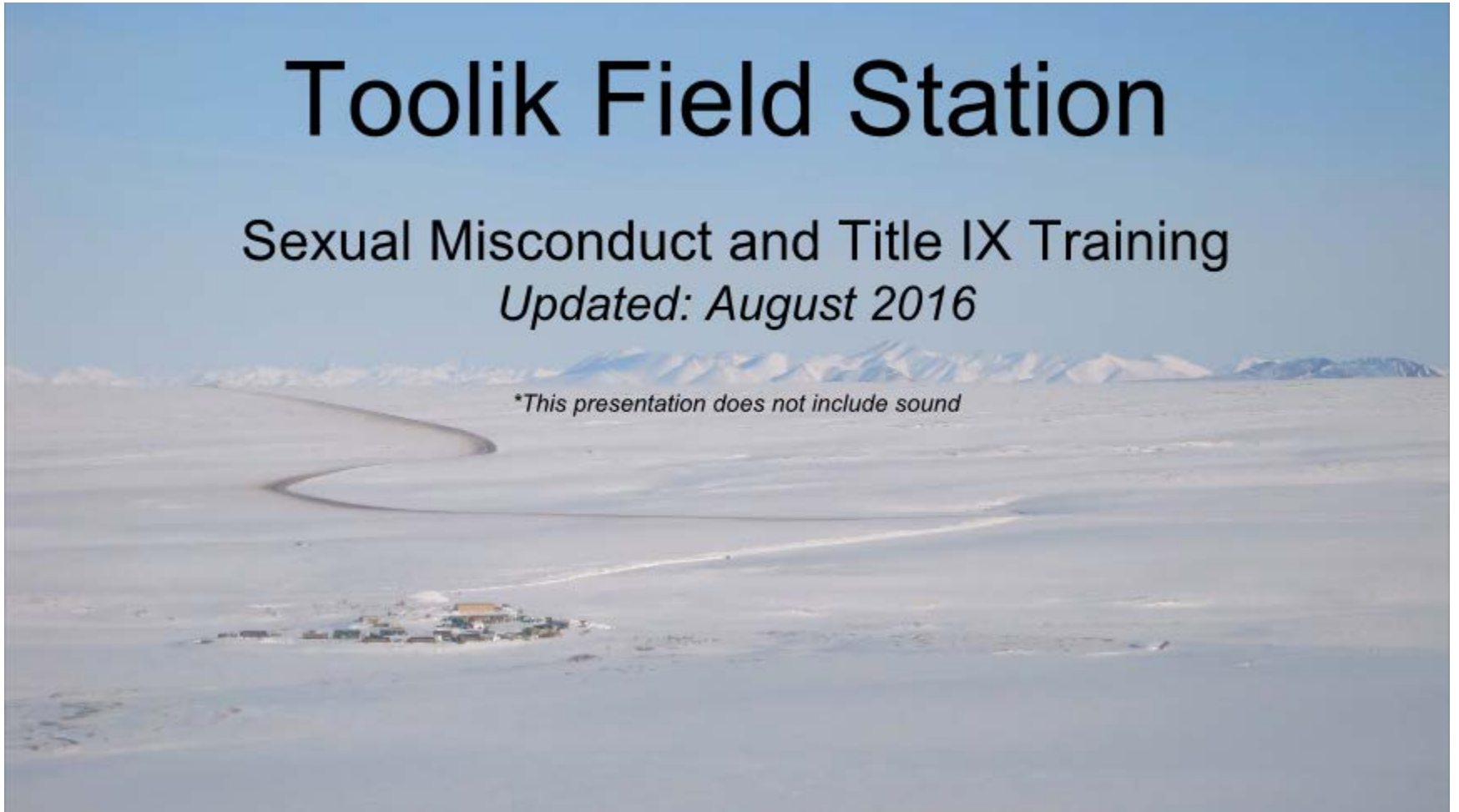
Toolik Lake Tile IX Training

Toolik Field Station

Sexual Misconduct and Title IX Training

Updated: August 2016

**This presentation does not include sound*



Sexual Harassment in STEM

Over the last year, an increased attention to sexual harassment in STEM
Several high profile cases reported in the media

Many women scientists sexually harassed during fieldwork

An expanded survey of abuse in the field points to the need for clearer policies.

Anna Simmonds

16 July 2014

UA sexual harassment spotlighted in Congress

By Tom Beal
and Curt Prendergast Arizona Daily Star Jan 12, 2016 (0)

As Federal Sex-Assault Investigations Multiply, Resolutions Remain Elusive

By Katherine Mangan | JANUARY 10, 2016

Caltech suspends professor for harassment

By Jeffrey Mervis | Jan. 12, 2016, 2:00 PM

Famous Berkeley Astronomer Violated Sexual Harassment Policies Over Many Years

Recent responses in geosciences

WORKSHOPS AND SUPPORT

Sexual Harassment in the Sciences: A Call to Respond

9 September 2016

Press Release

This one-day workshop aimed to generate common principles, and identify resources and best practices, to address the challenge of sexual and gender-based harassment on campus, in the field, and at scientific meetings. Sessions included:

Session 1: Harassment in the sciences: overview of the challenges and solutions.

Why we must act

Session 2: Establishing the desired climate and culture on campus

Session 3: Establishing the desired climate and culture in the field

Session 4: Role of scientific societies in establishing the desired climate and culture in science

Session 5: Developing guiding principles for changing the culture and climate of science

Session 6: The workshop report; a resource website, dissemination plans and follow-on scholarly articles by workshop participants

“Sexual harassment is an unacceptable, yet persistent issue facing the scientific community. We need to work together to create a safe, supportive environment and culture that encourages young scientific talent rather than deterring it,” Eric Davidson, President-elect, American Geophysical Union.

This workshop was funded by the National Science Foundation. Sponsoring Organizations:



Significance for REU programs

All public and private education institutions that receive any federal funds
must comply with *Title IX*:

- prohibits discrimination on the basis of sex, including sexual harassment, in education programs and activities.
- protects both male and female students from sexual harassment by school employees, other students, or non-employee third parties.
- protects students from harassment connected to any school-sponsored academic, educational, extracurricular, athletic, and other programs or activities, regardless of the location.

Steps towards positive change

- Mentor training before the summer
- Explicit description of professional behavior to all REU participants; mentors, staff and students
- Clear lines of communication and reporting: Establish the role of an Ombudsperson who will be on site all summer
- Consequences for misconduct are immediate and applied across the board



**Instead of just working to do the minimum required by law,
work to create the best possible environment for all**

Special concerns regarding field work

- Power structures exacerbated
- Peer culture/ pressure
- Alcohol, long hours, stress
- Off-campus behavior often worse
- Lack of communication
- Fear of being sent home
- Barriers to reporting



Harassment and assault during field work

- 64% had experienced sexual harassment, inappropriate or sexual remarks, or jokes about physical beauty and cognitive sex differences.
- More than 20% had personally experienced sexual assault, including unwanted physical contact, sexual advances, or sexual contact.
- More than 90% of women and 70% of men who had been harassed or assaulted were students, postdocs, or employees of lower rank than their assailants



Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault

Kathryn B. H. Clancy , Robin G. Nelson, Julienne N. Rutherford, Katie Hinde

Published: July 16, 2014, DOI: 10.1371/journal.pone.0102172

Creating safe field experiences

- Harassment needs to be part of safe environment certificate
- Consider a no alcohol policy
- Role of the PI and mentors in prevention
- Clear instructions on how to report concerns



HARASSMENT



REPORTING AN ALLEGATION

If you need to report an allegation of harassment by an AGU member, author, or individuals in connection with AGU-sponsored activities (publications, conferences or events, and other official duties), it must be submitted in writing either directly to the chair of the Ethics Committee or to ethics@agu.org.

AGU recognizes that an allegation of harassment is not itself proof of harassment. Whenever possible AGU will observe strict confidentiality when an allegation is reported until the investigation process has been completed and a ruling by the governing body has been made, at which point confidentiality may or may not be preserved, depending on the case and the findings.

RESOURCES

Many societies are working to create a safe environment that protects members engaged in scientific activities. [Click here for an expanded list of resources.](#)

THE LAW: KNOW YOUR RIGHTS

BUILDING A NO-TOLERANCE CULTURE

Eos 28 January 2016

In the past 2 weeks, two new egregious cases of professors sexually harassing students—and getting away with it for years—have hit the news, following a high-profile **case** that became public in October 2015. In that first case, a professor sexually harassed students for decades at two institutions, whose administrators turned a blind eye to student complaints. In **another**, recently brought to light on the floor of the U.S. House of Representatives, a professor sexually denigrated his students. In the **third**, a young professor fired a graduate student after she did not reciprocate his sexual advances. These cases have raised broad public awareness about a permissive culture of harassment and bullying.

[READ MORE](#) ▶

TYPES OF HARASSMENT

There are many different types of harassment, which can be verbal or physical behaviors. Harassment can affect the personal and professional well-being of scientists when perpetrated by people in positions of power upon those in more vulnerable positions. This professional misconduct often preferentially targets women, although men can also be victims of harassment. Research confirms the extent of harassment in academic environments and in disciplines with low diversity, where the lack of established support networks can lead to feelings of vulnerability and professional insecurity.

[READ MORE](#) ▶

AGU HARASSMENT TASK FORCE

In the News

Resources

- **Senior Scientists Must Engage in the Fight Against Harassment** (*Eos*)
- **AGU Fall Meeting 2015 Harassment Town Hall** (video)
- **Sexual Harassment and Scientific Community** (*From the Prow*)
- **How Sexual Harassment Halts Science** (*Slate*)
- **What Happens When a Harassment Whistleblower Goes on the Science Job Market** (*Wired*)
- **Academic community responds to harassment cases** (*Physics Today*)

PAGES

[Resources for Scientific Institutions and Organizations](#)

[Task Force](#)

[Types of Harassment](#)

[Workshops and Support](#)

New resource website:
<http://harassment.agu.org/>

Time for questions