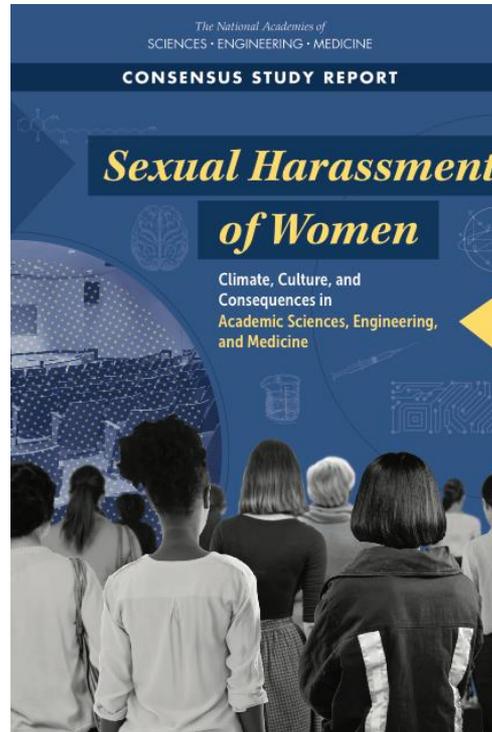


# Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine



<http://nationalacademies.org/SexualHarassment>  
[#ScienceToo](https://twitter.com/ScienceToo)

# Study Statement of Task

The Committee will undertake a study of the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce, which will include the following:

- Review of the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment on college and university campuses, in research labs and field sites, at hospitals/medical centers, and in other academic environments;
- Examination of existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers, with comparative evidence drawn from other sectors such as the military, government, and the private sector;
- Identification and analysis of policies, strategies, and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

# Study Committee Members

Co-Chair: **Paula Johnson**<sup>1</sup>, Wellesley College

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# Key Messages

- Current climate permits extensive sexual harassment
- Sexual harassment undermines research integrity, reduces talent pool, and harms targets and bystanders
- Legal compliance has not reduced harassment
- Changing climate and culture can prevent and effectively address sexual harassment

SEXUAL COERCION

promising professional rewards in return for sexual favors

threatening professional consequences unless sexual demands are met

UNWANTED SEXUAL ATTENTION

rape

sexual assault

unwanted groping or stroking

PUBLIC CONSCIOUSNESS

GENDER HARASSMENT

relentless pressure for sex

unwanted sexual discussions

nude images posted at work

relentless pressure for dates

sexually humiliating acts

offensive sexual teasing

sexual insults  
e.g. "for a good time call...",  
calling someone a whore

sexist insults  
e.g. women don't belong  
in science

offensive remarks about bodies

obscene gestures

sabotage of women's equipment

vulgar name calling  
e.g. "slut," "bitch," "c\*\*t"

gender slurs  
e.g. "pu\*\*y"

insults to working mothers  
e.g. "you can't do this job with  
small kids at home"

# Findings: Impact on Targets and Bystanders

Sexual harassment undermines women's professional and educational attainment and mental and physical health.

Sexual harassment has adverse effects that affect not only the targets of harassment but also bystanders, co-workers, workgroups, and entire organizations.

# Why changing the climate and culture matters

Sexual harassment is most likely to take place in environments that are:

- Male-dominated in number, leaders, and culture
- Tolerant 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.*

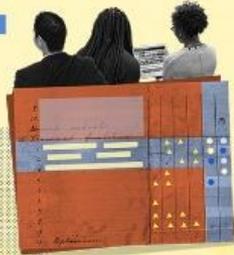
# Preventing

## Sexual Harassment

### in Academia

Together we can do better by creating a climate that discourages all forms of sexual harassment. Here is what we need to do:

#### 1. Integrate values into the system.



Policies and procedures must embody the institutional values of diversity, inclusion, and respect.

#### 2. Change the power dynamics.

Institutions need to diffuse advisor-trainee relationship dependencies by:

- ▶ encouraging advisor networks
- ▶ providing independent funding



#### 3. Support targets of sexual harassment.

Institutions must do more by providing alternative ways to:

- access support services
- record information about an incident
- report an incident without fear of retaliation



#### 4. Improve transparency & accountability.

Institutions need to make their communities aware of the consequences sexual harassers will face and demonstrate that the institution is investigating and holding people accountable.



Learn more about these recommendations and the evidence behind them.

# Developments Since Release of the Report

## #ScienceToo

- Visibility
  - [#ScienceToo](#)
  - [News Articles, blogs, and op-eds](#)
  - Campus events and professional society meetings
- Policy
  - [NSF](#) and [NIH](#) announcements
  - Combatting Sexual Harassment in Science Act of 2018 or [H.R. 7031](#)
- Changes on campus...



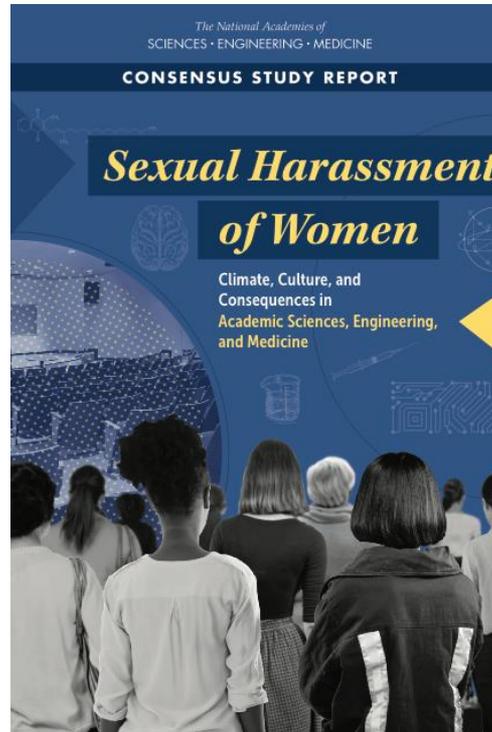


# A Convening of Leaders in Academia to Prevent Sexual Harassment

Friday, November 9, 2018

*The National Academies of*  
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