Improving Work Climate: Responding to Sexual Harassment

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This short workshop is dedicated to raising awareness of different types of harassment and how they are experienced; discussing initiatives to address harassment as research misconduct; presenting practical strategies for reducing instances of harassment and for protecting and supporting its targets; and providing resources to promote creation of a safe, inclusive and welcoming environment. This workshop will provide understanding of the impacts harassment can have on individuals and teams, with the aim of fostering a culture of professionalism across the geosciences.

### Bystander Intervention Strategies- The 5 Ds

**DIRECT** - Confront the situation. Be firm, clear, and concise. Say or do something.

**DISTRACT** – Take an indirect approach to de-escalate the situation. Move attention away.

**DELEGATE** – Seek help from a third party.

**DELAY** – Check in with the person being harassed. Offer support.

**DOCUMENT** – Document the incident.

### Resources:

- ADVANCEGeo Partnership Resources [serc.carleton.edu/advancegeo/resources](serc.carleton.edu/advancegeo/resources): Harassment, bullying and discrimination, Codes of Conduct, In the Field, Training, Responding, Creative Inclusive Climate, Legal context, Reporting, Data
- American Geophysical Union resources [stopharassment.agu.org](stopharassment.agu.org)
- National Academy of Sciences Report [sites.nationalacademies.org/shstudy](sites.nationalacademies.org/shstudy)
- Professionalism: The Responsible Conduct of Scientists [serc.carleton.edu/geoethics/professionalism.html](serc.carleton.edu/geoethics/professionalism.html)
- American Geosciences Institute Guidelines for Ethical Professional Conduct [https://www.americangeosciences.org/community/agi-guidelines-ethical-professional-conduct](https://www.americangeosciences.org/community/agi-guidelines-ethical-professional-conduct)
- Know Your Title IX [https://www.knowyourix.org](https://www.knowyourix.org)
- Feminist Majority sexual assault resources [www.feminist.org/911/resources.html](www.feminist.org/911/resources.html)
- RAINN (Rape, Abuse & Incest National Network) [www.rainn.org](www.rainn.org)
- National Sexual Violence Resource Center [http://www.nsvrc.org/organizations](http://www.nsvrc.org/organizations)

Follow us on Twitter to learn more about different initiatives to address harassment and hostile climates in academia. @ADVANCEGeo