



Improving Work Climate: Responding to Sexual Harassment

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serc.carleton.edu/advancegeo/

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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: 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
- National Academy of Sciences Report sites.nationalacademies.org/shstudy
- Professionalism: The Responsible Conduct of Scientists serc.carleton.edu/geoethics/professionalism.html
- American Geosciences Institute Guidelines for Ethical Professional Conduct <https://www.americangeosciences.org/community/agi-guidelines-ethical-professional-conduct>
- Know Your Title IX <https://www.knowyourix.org>
- AAUW Know Your Rights Workplace Sexual Harassment <http://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassment>
- Feminist Majority sexual assault resources www.feminist.org/911/resources.html
- RAINN (Rape, Abuse & Incest National Network) www.rainn.org
- National Sexual Violence Resource Center <http://www.nsvrc.org/organizations>
- Hollaback! <http://www.ihollaback.org/responding-to-harassers/>

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