

EDUCATION AND EMPOWERMENT FOR SCHOLARS AGAINST SEXUAL HARASSMENT IN ACADEMIA

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BACKGROUND

- The National Academy of Sciences, Engineering, and Medicine recently examined the prevalence and impacts of sexual harassment in academic STEM (2018)
- Prevalence is high; e.g., ~60% of women report having experienced it in their careers
- Trainees additionally must navigate power dynamics intrinsic to academic careers
- Many survivors cite harassment as a primary reason for leaving academia
- These realities highlight the need for trainee-specific resources - especially for survivors or at-risk groups to equip them with tools for self-advocacy and empowerment.

PROJECT GOAL

Empower trainees against sexual harassment through (1) understanding the scope of the problem, (2) knowing their rights and having action plans available, and (3) focusing on mental wellness to promote self-advocacy or manage the repercussions of being targeted.

WORKSHOP SESSIONS

1: Understanding Current Trends and Institutional Climates

Presenter: Rose De Kock, Professors for the Future Fellow, Neuroscience PhD Candidate

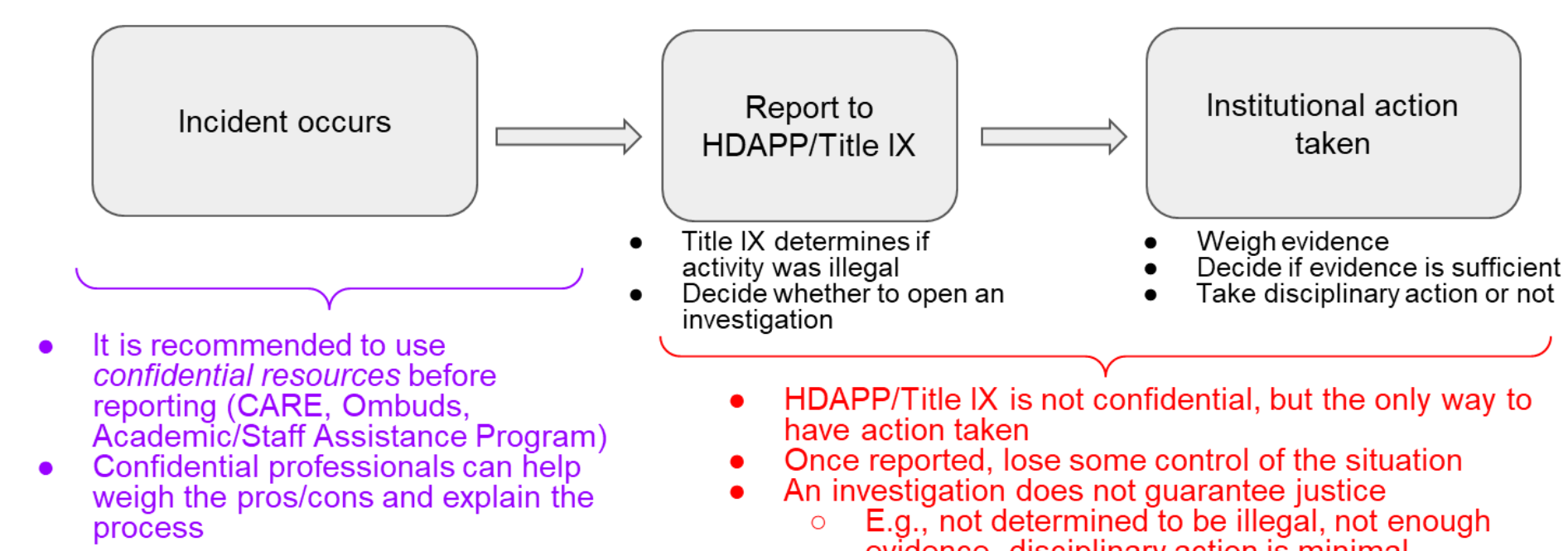
Categories: Sexual coercion, Unwanted sexual attention, Gender harassment

Prevalence: 38% of female and 24.4% of male students harassed by faculty or staff; 57.7% of female and 38.8% of male students by other students (Rosenthal et al. 2016)

Experiences by identity:

• Minoritized scholars may face additional layers of harassment due to discrimination and harmful stereotypes (e.g., racialized sexual comments). Taking an *intersectional* approach can help campus leaders direct resources where disparities exist

Institutional Climates: Universities should move beyond legal compliance to promote a culture of safety and respect



2: Survivor Rights, Resources, and Action Plans

Presenter: Rachel Henry, MA, Education & Outreach Manager, Center for Advocacy, Resources, and Education (CARE)



Below is a summary of Rachel's presentation; Please scan the QR code or visit (<https://tinyurl.com/8fjt7yxv>) for her full handout!

Survivor Rights (regardless of intent to report):

- Right to free evidentiary exam (rape kit)
- Right to request a No Contact Order (UC Davis students only) and/or to apply for a protective order through the court
- Right to supportive interim protections or accommodations (UC Davis affiliates only)
- Right to apply for reimbursement for expenses related to the assault or abuse
- Right to apply for a Domestic Violence Restraining Order or Civil Harassment Restraining Order, where applicable
- Right to enroll in a confidential address program for a free substitute mailing address (California Safe at Home Program)
- Right to register for VINE, a victim notification network, to access timely and reliable information about offenders or criminal cases in U.S. jails and prisons

3: Mental Health Impacts and Strategies for Healing

Presenters:

Shannon Stuart-Maver, LMFT/LPCC, UCD Counseling
Maia Huang, LMFT/REAT, Women's Resource and Research Center, LGBTQIA+ Center

Common outcomes of sexual harassment (victim & witness)

- Mental/emotional health consequences (e.g., anxiety, trauma)
- Physical health consequences (e.g., poor sleep, substance use)
- Consequences related to higher education (e.g., worsened relationships with peers/educators, difficulty with focus)

What can you do?

- **Self-advocacy** (e.g., set boundaries, get LOUD so there is an audience, seek help from an authority figure, practice strategies)
- **Bystander advocacy** (e.g., create a distraction, talk to person being harassed, be a visibly present audience, enlist others)
- **Self-care** (e.g., consider options and outcomes, weigh pros & cons with someone else, utilize support system, use strategies for safety and enlist others, self-validate and recognize impacts)
- Caring for others affected (e.g., listen carefully, offer assistance, help establish safety)

AUDIENCE PARTICIPATION & FEEDBACK

Reasons for attending:

"I'm hoping to increase my capacity for supporting survivors" – other staff

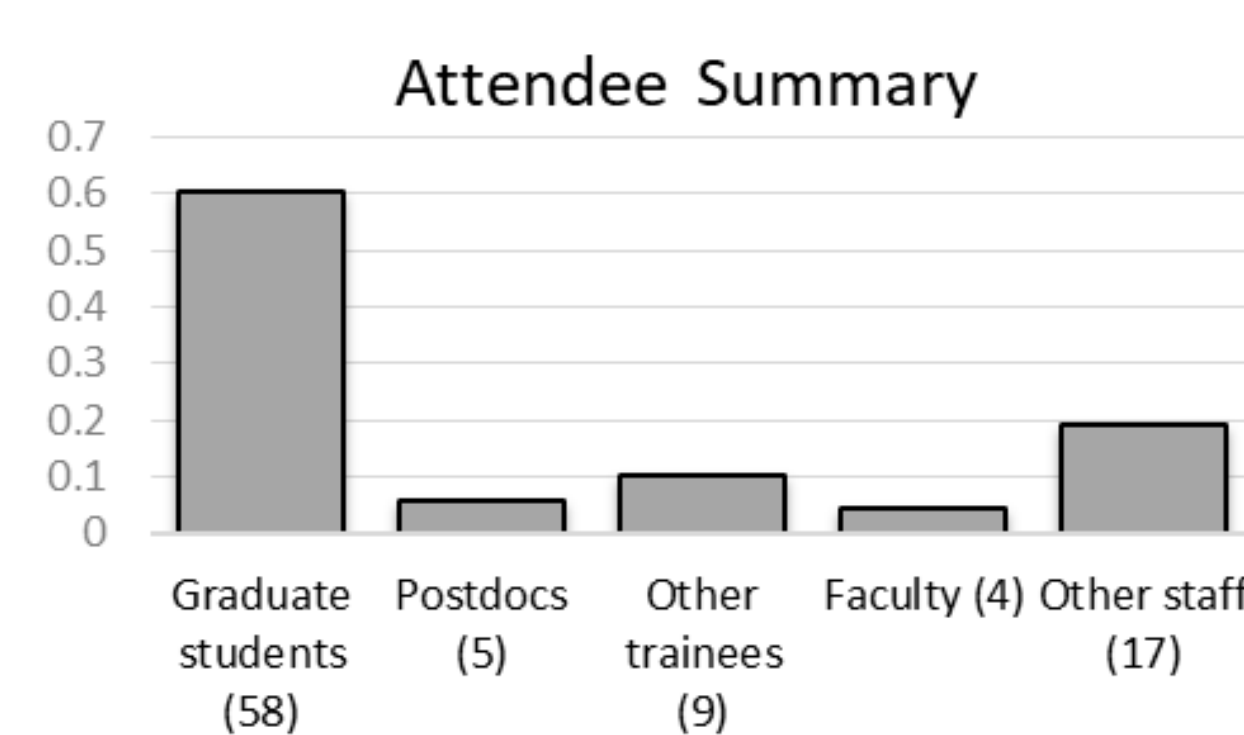
"What I can and should be doing to mitigate sexual harassment on campus and in institutional settings". - grad student

"How to protect myself and others and how to help if something happens" – grad student

Feedback:

"I didn't realize how numerous the resources available to UC Davis students were on this topic. It was great to hear that the community is supporting victims in this manner." - staff

"The prevalence statistics were so shocking!!" – grad student



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