



Improving Our Work Climate: Responding to Harassment and Bullying

University of Kansas
14 January 2019

Facilitators: Meredith Hastings & Blair Schneider

 ADVANCEGeo



ADVANCEGeo



Overview of Today

What is harassment?

Who does it happen to?

Why is it so prevalent?

What is bullying?

What are the impacts of harassment, bullying?

*What can we do about it? (as an institution,
department, professional society and individuals)*

Bystander intervention strategies

Discussion of real scenarios



Norms for Respectful Conversations

- **Respect** ideas as they are presented;
- **No ad hominem** comments;
 - Keep focused on ideas, no directed personal comments
- All voices should be heard
 - Many perspectives are needed, listen to each other
- **“Ouch and educate”**
 - Permission to speak up if you feel uncomfortable or if comments are offensive in some way
- Personal details discussed in this room stay in this room



Exclusionary behaviors

Bias, overt discrimination, micro(and macro)aggressions, disrespect, denigration, incivility, bullying, intimidation, harassment

violate workplace norms for mutual respect
(and can be illegal)

and create hostile workplace climates.

Sexual Harassment

violates Title VII of the Civil Rights Act and
Title IX of the Education Amendments

“Despite being illegal for more than half a century, sexual harassment remains today the most pervasive form of violence against women.”

- L.F. Fitzgerald 2017



HARASSMENT IS ILLEGAL

U.S. Equal Employment Opportunity Commission:

Harassment: form of employment discrimination [...] unwelcome conduct that is based on race, color, religion, sex, national origin, age, disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Anti-discrimination laws also prohibit retaliation.



<http://ioa.ku.edu/policies/ku-sexual-harassment-policy>

<http://ioa.ku.edu/policies/prohibiting-racial-and-ethnic-harassment>

These are included on the Resources Handout you have



Sexual harassment on campus

47.7% of students in higher-ed reported being victims of sexual harassment.

61.9% of undergraduate women reported being sexually harassed.

Sexual harassment on campus

20-50% of women faculty report experiencing sexual harassment by other faculty or staff.

Sexual harassment on campus

31% of female staff and 19% of male staff reported experiencing mistreatment.

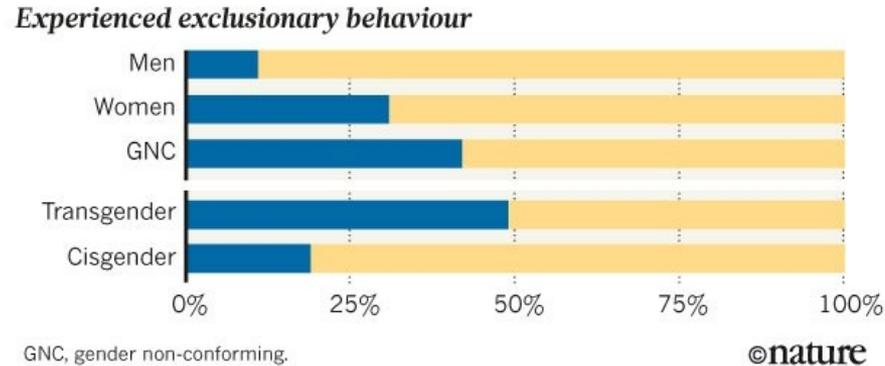
40% of classified staff and 37% of academic staff were reluctant to raise departmental concerns for fear of retaliation.

In a survey of ~500 women in the earth sciences, 51% had experienced unwanted sexual attention in their career to date.

Identity affects experiences

18% of women of color and 12% of white women reported skipping professional events because they felt unsafe.

36% of LGBT+ physicists reported experiencing exclusionary behaviors





Intersectionality

Overlapping dynamics of oppression and discrimination at intersection of different identities



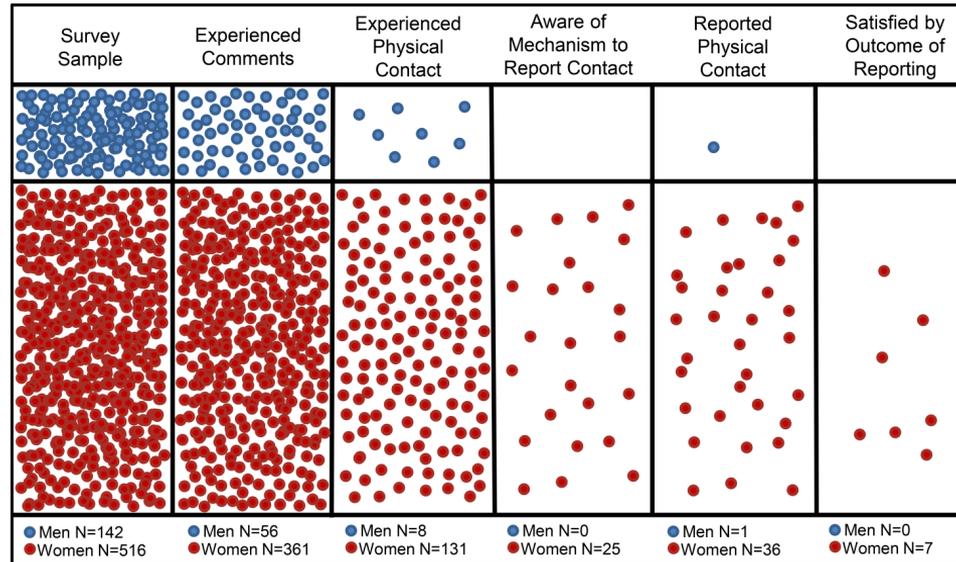
"If you're standing in the path of multiple forms of exclusion, you're likely to get hit by more than one"

Legal scholar and civil rights activist
Dr. Kimberlé Crenshaw

Survey of Academic Field Experiences: Trainees Report Harassment and Assault

64% (N=423/658) of all survey respondents, stated that they had personally experienced sexual harassment: i.e. inappropriate or sexual remarks, comments about physical beauty, cognitive sex differences, or other such jokes. Over 20% of respondents reported that they had personally experienced sexual assault.

- 80% of women experiencing assault were student trainees
- 45% of the unwanted contact came from their superiors.



Sexual harassment in academia

711 documented cases...and counting
as of 9/10/2018



- Harassment is often physical
- Investigations are secret
- Many end with resignation or reassignment
- 53% (and counting...) of faculty cases involve serial harassers



Only the tip of the iceberg is typically reported

Sexual Coercion

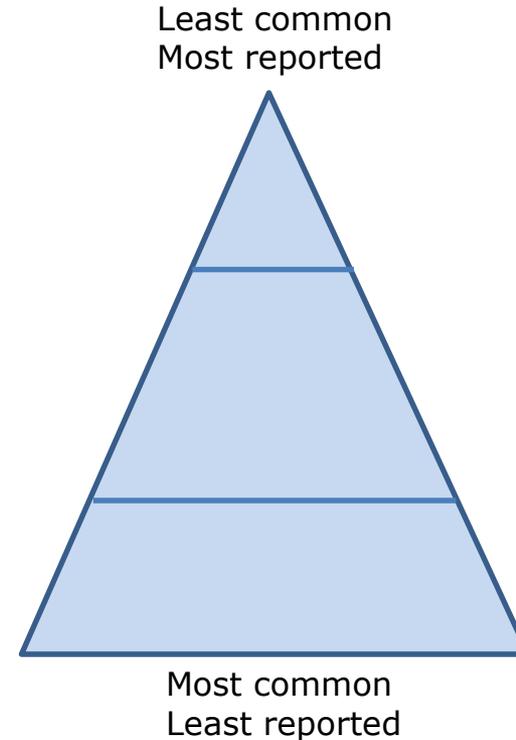
Extortion of sexual cooperation in return for
job-related benefits
Threats, bribes

Unwanted Sexual Attention

Unwanted advances or touching
Repeated, nonreciprocal requests
for a date or sex

Gender Harassment

Verbal or physical conduct that
denigrates or shows hostility or aversion



Would You Recognize Harassment?



Would You Recognize Harassment?

VERBAL

Sexual stories or questions about a person's sexual experiences or preferences
Jokes
Using "four-letter" obscenities
Inappropriately commenting on a person's body and/or appearance
Asking for dates
Making suggestive sounds or whistling
Calling someone names such as honey, doll, babe; stud, hunk

NON-VERBAL

Staring at a person
Following or blocking a person
Showing sexually explicit pictures, cartoons or other visuals
Making suggestive gestures
Sending unwanted notes or other material
Giving unwanted personal gifts
Exposure

PHYSICAL

Touching a person
Leaning over a person
Standing too close to a person
Brushing up against a person
Kissing
Caressing
Pinching
Actual/Attempted Rape

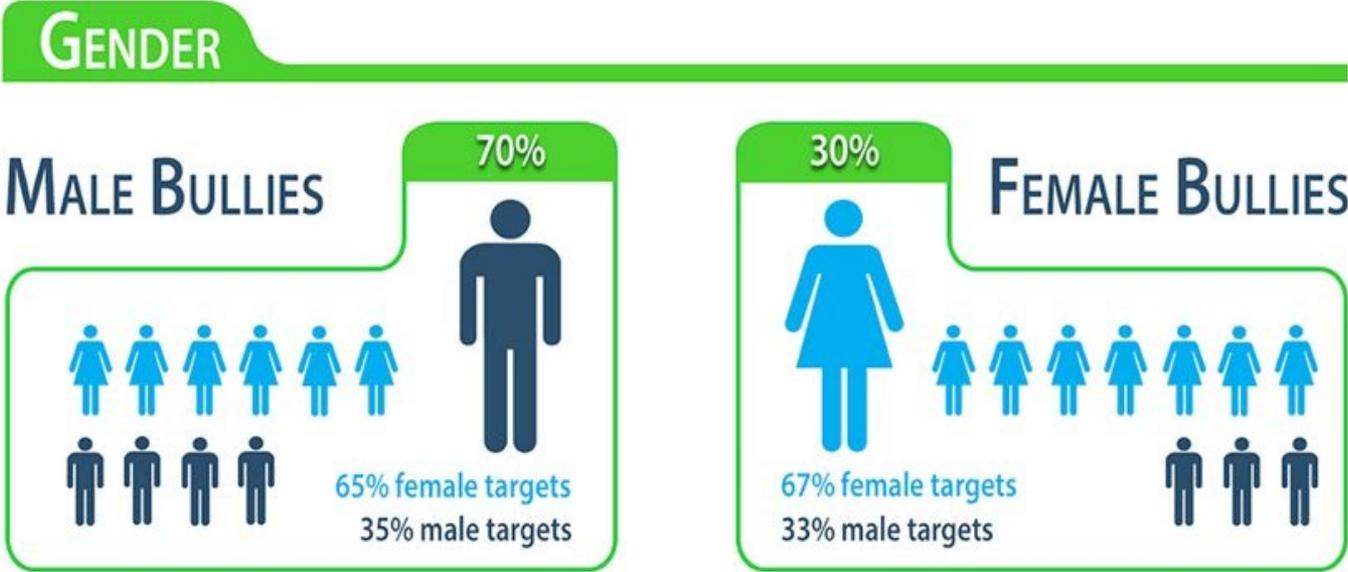


Bullying: the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others in the professional environment that involves a real or perceived power imbalance. These actions can include abusive criticism, humiliation, the spreading of rumors, physical and verbal attacks, isolation, undermining, and professional exclusion of individuals through any means.

Common Targets of Bullying

- Up to 90% of American workers will experience workplace abuse in their lifetime
- 33% of targets are Hispanics and 32% are African Americans
- Close to two-thirds of targets are women
- Close to two-thirds of bullying is top-down
- 72% of employer responses to complaints condone or sustain bullying

Common Targets of Bullying



Bullying in Academia

- 62% of **higher-ed employees** reported witnessing/experiencing bullying in the past 18 mo. vs 50% for overall American workplace
- 32% to 52% for **faculty** and **staff**. Duration is **3 to > 5 years.**
- Grad students, postdocs??
- 18.5% **undergraduates** bullied once or twice. 22% victims of cyberbullying.
- 28% of **students** aged 12-18 bullied at school.

Can you identify bullying behaviors?

- Assigning demeaning work
- Being treated differently (negatively) than the rest of the work group
- Being the target of unwanted practical jokes and ridicule
- Being sworn at, shouted at, or being humiliated
- Misuse of power or authority
- Spreading malicious rumors, gossip, or innuendo
- Withholding information needed for work
- Exclusion or isolation from work-related activities
- Verbal and physical violence



Harassment and bullying negatively
affect us at every level:

Individual
Team
Community
Institution
Society





Psychological

Personal relationships
Safety
Mental health
Depression
Fear
Trust
Trauma

Professional

Access to opportunities
Personal relationships
Insecurity
Productivity
Recruitment
Retention
Advancement

Physiological

Physical injuries
Trauma
High blood pressure
Weight gain

Economic

Access to opportunities
Productivity
Job security
Promotion

Societal

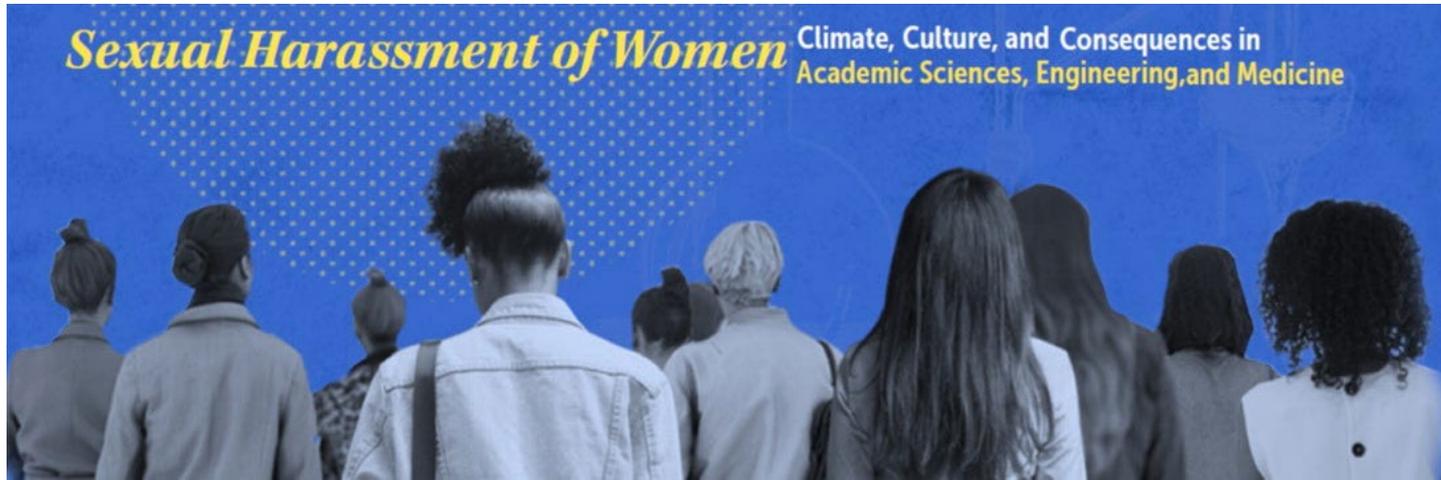
Distrust in leadership
Incivility/Hostile climates
Weakens academic
enterprise



The legal system alone is not an adequate mechanism for reducing or preventing harassment.

Recommendation: Move beyond legal compliance to address workplace culture and climate.

National Academies of Science, Engineering and Medicine 2018 Report



What conditions make hostile behaviors so common in science and academia?



Legacies of patriarchal, colonial institutions created structures of exclusion

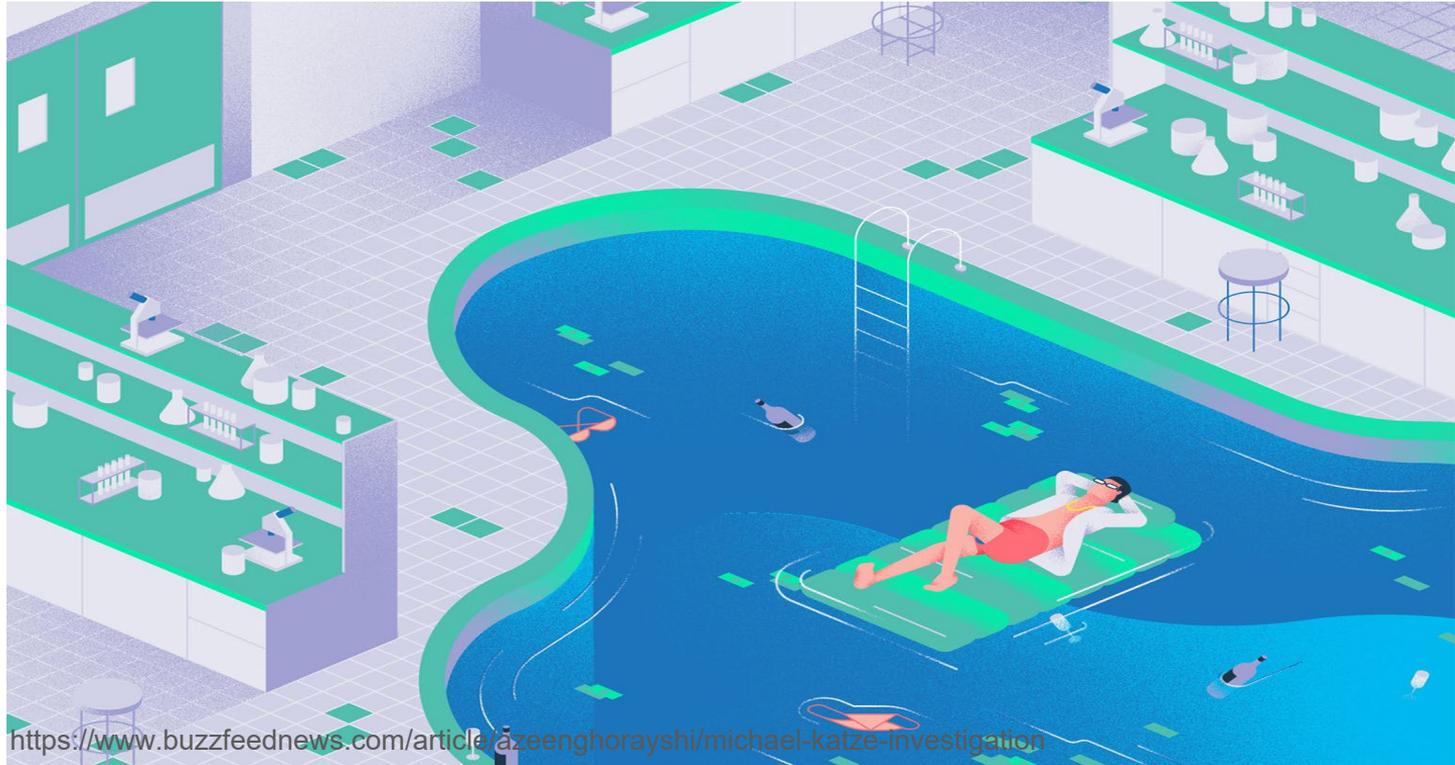


Master-apprenticeship model creates power imbalances



http://www.arttrans.com.ua/imageproduct/1213/Engraving_Master_of_Alchemy_Dictating_One_of_His_Recipes_to_an_Apprentice_Cooking_Food_preparation_Food_processing_Alchemists_b.jpg

Cult of celebrity researcher creates culture of impunity



<https://www.buzzfeednews.com/article/azeenghorayshi/michael-katze-investigation>

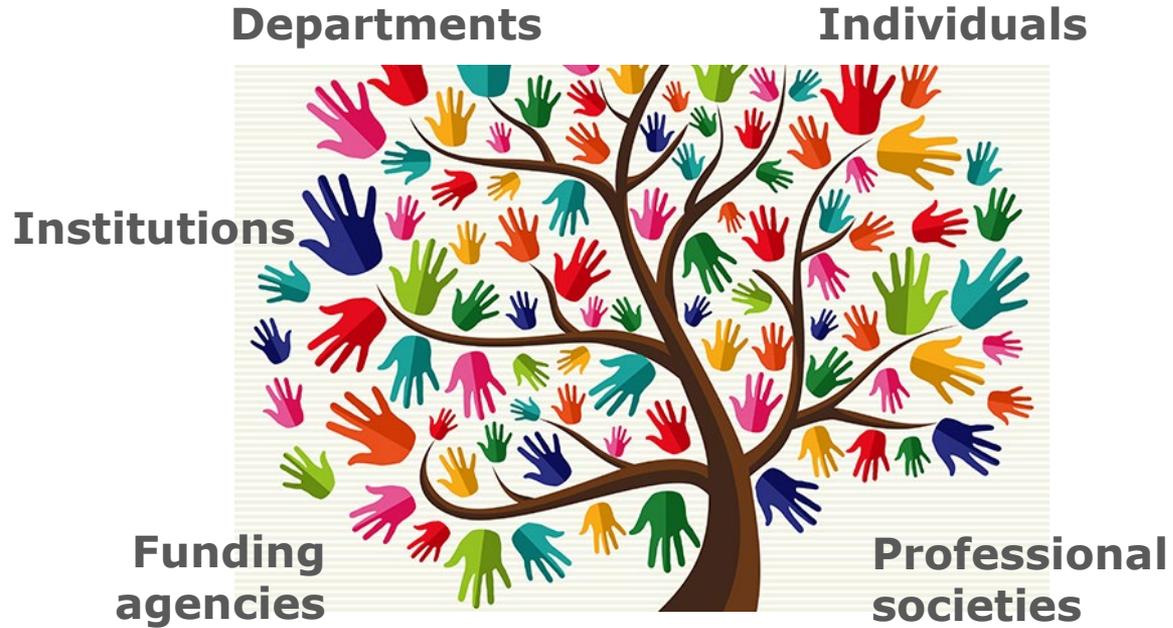
Off-campus fieldwork and training



<http://highline.huffingtonpost.com/articles/en/park-rangers>



Changing the culture





AGU Scientific Integrity and Professional Ethics, rev. 2017

We affirm that discrimination, harassment (including sexual harassment), or bullying in any scientific or learning environment is unacceptable, and constitutes **scientific misconduct**.

- Such behavior should be reported and addressed with consequences for the offender.
 - Loss of privileges to attend meetings, workshops, conferences; publish in journals; participate in leadership; stand for awards
- Ethics Policy governs all AGU members, staff, volunteers, contractors, exhibitors, and sponsors- also includes any non-member who participates in an AGU program or activity.

NSF Announces New Requirements

The National Science Foundation (NSF) [does not tolerate sexual harassment, or any kind of harassment](#), within the agency, at grantee organizations, field sites, or anywhere NSF-funded science and education are conducted. The 2,000 American colleges, universities and other institutions that receive NSF funds are responsible for fully investigating complaints and for complying with federal non-discrimination law.

As the primary funding agency of fundamental science and engineering research in the United States, NSF is committed to promoting safe, productive research and education environments for current and future scientists and engineers. **We consider the Principal investigator (PI) and any co-PI(s) identified on an NSF award to be in positions of trust. The PI and co-PI and all grant personnel must comport themselves in a responsible and accountable manner, including during the performance of award activities conducted outside the organization, such as at field sites or facilities, or during conferences and workshops.**

To bolster our commitment to a safe research environment, NSF is taking the following steps:

New Award Requirements
Harassment-Free Research Workplaces
Enhanced Web Resources

What Can Departments/Institutions Do?

- Support targets/victims
- Encourage dialogue
- Address power hierarchies
- Disincentivize unethical & unprofessional behavior
- Demand accountability
- Commit to creating just, equitable and respectful spaces



What Can Individuals Do? Bystander Intervention

What are barriers to bystander intervention?

Why do you think people don't intervene?

What would keep you from saying or doing something if you witnessed inappropriate behavior?



Barriers to intervention

Personal Barriers

Lack of confidence
Lack of knowledge
Personal safety
Fear of getting in trouble
It's a "private matter"

Peer Barriers

Social pressure
Fear of embarrassment
Threat of retaliation
"Grown folks" business
Fear of being a "snitch"

Societal Barriers

Diffusion of responsibility
Recognition
Apprehension
Not being asked
Systems of oppression
Power imbalances





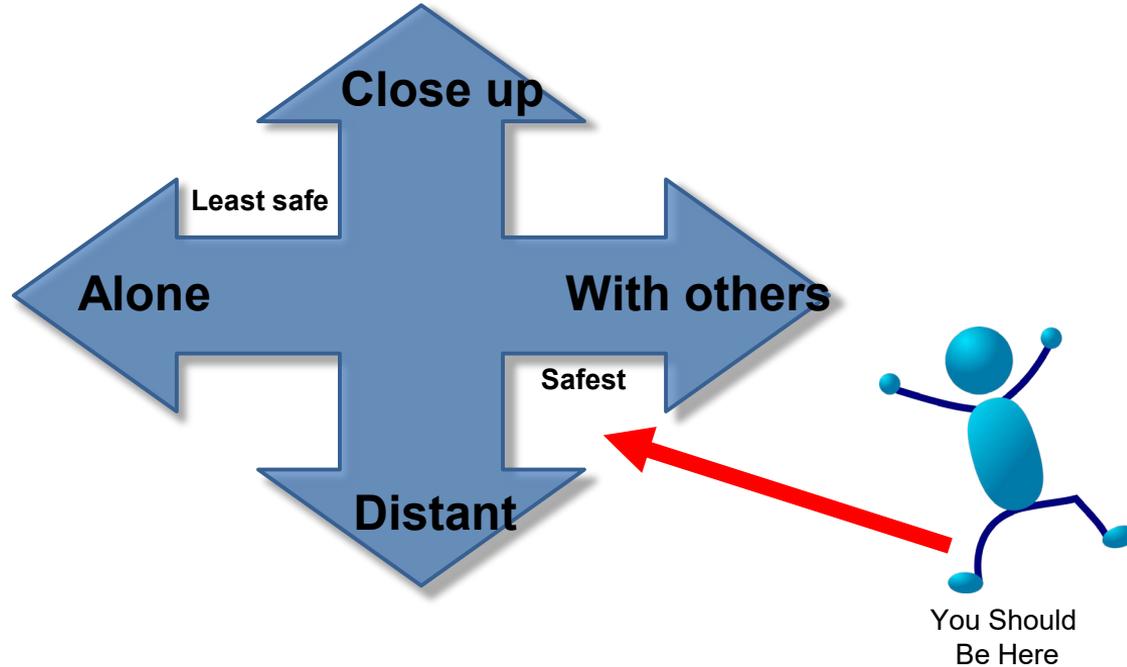
Intervention Strategies

“There is no such thing as a neutral bystander”



Intervening Safely

“There is no such thing as a neutral bystander”



The 5 D's:

DIRECT
DISTRACT
DELEGATE
DOCUMENT
DELAY

JAYHAWKS
GIVE A FLOCK



ADVANCEGeo



Intervention Strategies

“There is no such thing as a neutral bystander”

DIRECT – Confront the situation. Be firm, clear, and concise. Say (verbal) or do (physical) something.

- “What did you say?”
- “That was inappropriate.”
- “I’m not sure you meant that.”
- “I find that offensive.”
- “Actually, women are equally capable of this work.”



Intervention Strategies

“There is no such thing as a neutral bystander”

DIRECT – Confront the situation.

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



Intervention Strategies

“There is no such thing as a neutral bystander”

DIRECT – Confront the situation.

DISTRACT – Move attention away.

DELEGATE – Seek help from a third party.





Intervention Strategies

“There is no such thing as a neutral bystander”

DIRECT – Confront the situation.

DISTRACT – Move attention away.

DELEGATE – Seek help from a third party.

DOCUMENT – Create a record.



Intervention Strategies

“There is no such thing as a neutral bystander”

DIRECT – Confront the situation.

DISTRACT – Move attention away.

DELEGATE – Seek help from a third party.

DOCUMENT – Create a record.

DELAY (Follow Up) – Check in with the person being harassed.
Offer support.



LEAD BY EXAMPLE

Believe and support targets/victims

Commit to professional behavior

Speak and act against harassment

Thank you for your attention. Please fill out evaluations.

Facilitators: Meredith Hastings and Blair Schneider, & ADVANCEGeo Team



ADVANCEGeo