Improving Our Work Climate: Responding to Harassment and Bullying

University of Kansas
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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

violates 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: 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
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.

University of Chicago Diversity and Inclusion Campus Climate Survey (2016), University of Massachusetts Campus Climate Survey-Academic Affairs (2018)
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

Photo from http://www.law.columbia.edu/faculty/kimberle-crenshaw
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

Julie Libarkin. Geocognition Research Group
Cantalupo and Kidder 2018 A Systematic Look at a Serial Problem: Sexual Harassment of Students by University Faculty. Utah Law Review
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?

<table>
<thead>
<tr>
<th><strong>VERBAL</strong></th>
<th><strong>NON-VERBAL</strong></th>
<th><strong>PHYSICAL</strong></th>
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<tbody>
<tr>
<td>Sexual stories or questions about a person’s sexual experiences or preferences</td>
<td>Staring at a person</td>
<td>Touching a person</td>
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<tr>
<td>Jokes</td>
<td>Following or blocking a person</td>
<td>Leaning over a person</td>
</tr>
<tr>
<td>Using “four-letter” obscenities</td>
<td>Showing sexually explicit pictures, cartoons or other visuals</td>
<td>Standing too close to a person</td>
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<tr>
<td>Inappropriately commenting on a person’s body and/or appearance</td>
<td>Making suggestive gestures</td>
<td>Brushing up against a person</td>
</tr>
<tr>
<td>Asking for dates</td>
<td>Sending unwanted notes or other material</td>
<td>Kissing</td>
</tr>
<tr>
<td>Making suggestive sounds or whistling</td>
<td>Giving unwanted personal gifts</td>
<td>Caressing</td>
</tr>
<tr>
<td>Calling someone names such as honey, doll, babe; stud, hunk</td>
<td>Exposure</td>
<td>Pinching</td>
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**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

GENDER

MALE BULLIES

70%

65% female targets
35% male targets

FEMALE BULLIES

30%

67% female targets
33% male targets

http://www.workplacebullying.org/gender/
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
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.
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
Cult of celebrity researcher creates culture of impunity

https://www.buzzfeednews.com/article/azeenghorayshi/michael-katz-investigation
Off-campus fieldwork and training

Out Here, No One Can Hear You Scream

The dangerous culture of male entitlement and sexual hostility hiding within America's national parks and forests.

STORY KATHERYN JOYCE  VIDEO & PHOTO EMILY KASSIE

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

ADVANCEGeo
Changing the culture

Departments

Institutions

Individuals

Funding agencies

Professional societies
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

<table>
<thead>
<tr>
<th>Personal Barriers</th>
<th>Peer Barriers</th>
<th>Societal Barriers</th>
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</thead>
<tbody>
<tr>
<td>Lack of confidence</td>
<td>Social pressure</td>
<td>Diffusion of responsibility</td>
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<tr>
<td>Lack of knowledge</td>
<td>Fear of embarrassment</td>
<td>Recognition</td>
</tr>
<tr>
<td>Personal safety</td>
<td>Threat of retaliation</td>
<td>Apprehension</td>
</tr>
<tr>
<td>Fear of getting in trouble</td>
<td>“Grown folks” business</td>
<td>Not being asked</td>
</tr>
<tr>
<td>It’s a “private matter”</td>
<td>Fear of being a “snitch”</td>
<td>Systems of oppression</td>
</tr>
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</table>

Modified from Idaho Coalition Against Sexual and Domestic Violence
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

You Should Be Here
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.

https://www.ihollaback.org/responding-to-harassers/
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.

https://www.ihollaback.org/responding-to-harassers/
Thank you for your attention. Please fill out evaluations.

Facilitators: Meredith Hastings and Blair Schneider, & ADVANCEGeo Team