***Strategies for Responding to Harassment and Hostile Climates***

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[serc.carleton.edu/advancegeo/workshops/index.html](https://serc.carleton.edu/advancegeo/workshops/index.html)

University of South Carolina

30 March 2018

This interactive session will describe academic practices and institutional structures that allow for sexual harassment and other hostile behaviors to persist, discuss initiatives to address harassment as research misconduct, and provide training in personal intervention strategies to protect and support targets of harassment. As a result of this session, participants will be able to identify: (1) different ways in which sexual harassment can manifest in research environments; (2) strategies for bystander intervention, and (3) resources to share with their home departments for cultural change.

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| **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:**

* University of South Carolina Office of Equal Opportunity Employment <https://sc.edu/eop/sexharassment.shtml> and Sexual Harassment Policy <https://www.sc.edu/policies/ppm/eop102.pdf>
* American Geophysical Union resources [stopharassment.agu.org](https://harassment.agu.org/)
* ADVANCEGeo Partnership project website [serc.carleton.edu/advancegeo](https://serc.carleton.edu/advancegeo/index.html)
* Professionalism: The Responsible Conduct of Scientists [serc.carleton.edu/geoethics/professionalism.html](https://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](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](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](http://www.feminist.org/911/resources.html)
* RAINN (Rape, Abuse & Incest National Network) [www.rainn.org](http://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

**Discussion Question 1**: Reflect on your workplace climate. How would you want your department or institution viewed by others, including students (enrolled and prospective), other faculty and staff, the administration, professional peers, the community?

**Discussion Question 2**: What changes in institutional structures, policies and/or behaviors do you see contributing to a working and learning climate that is not tolerant of harassment and other hostilities?

**Action Items**: Write down three actions you commit to doing to improve workplace climate in your institution, department or zone of influence.

**Notes**